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## **MISSION**

**The Erie County Commission on the Status of Women works to ensure that the women of Erie County have full participation on the issues that impact their lives.**

### **History of the Erie County Commission on the Status of Women**

The Commission was established by a unanimous vote of the Erie County Legislature in 1987 to remove gender-based inequities for women. In 1988, the Commission became a department of Erie County government.

The Commission conducts policy studies; analyzes current legislation, programs and trends affecting women; develops collaborative programs with local and regional organizations and public officials; provides educational awareness; and recommends measures to coordinate, consolidate or expand the resources and services available to women in Erie County.

### **Commission activities include:**

- Development and management of the online **TALENT BANK** for the placement of women on public, not-for-profit and for-profit boards. Access is available through our web site at [www.erie.gov/csw](http://www.erie.gov/csw).
- Facilitation of a plan to support a coordinated community response to family violence in Erie County.
- Supporting the development of community-based programs to gain seats for women on public sector boards.
- Providing the public with information, publications and forums on issues of concern to women.
- Convening the Women's Action Coalition (WAC), established by the Commission to provide a forum for more than 100 local women's organizations, which emphasizes networking, collaboration and legislative advocacy.

### **Recent Commission Reports:**

- Self-Sufficiency in Erie County: A Baseline Report and Resource Guide, 2004.
- Facts About Women in Erie County, 2003.
- Gender Distribution on Not-for-Profit Boards Located Within Erie County, 1996, 2001.
- Gender Distribution on Municipal Boards in Erie County, 1995, 1998, 2002.

**IF YOU WOULD LIKE TO ASSIST THE COMMISSION  
IN ITS WORK, PLEASE CONTACT US.**

[www.erie.gov/csw](http://www.erie.gov/csw) or 858-8307

# **GENDER DISTRIBUTION ON NOT-FOR-PROFIT BOARDS 2004**

## **Introduction**

The Erie County Commission on the Status of Women has been collecting data on the ratio of men to women serving on not-for-profit boards in the county since 1996, when it issued the first report, **Gender Distribution on Not-for-profit Boards Located Within Erie County**. Reports on this topic were again conducted in 1998 and 2001.

The underlying assumption of the Commission's scrutiny of not-for-profit boards is that the citizens of Erie County need the expertise of both women and men on boards that direct the agencies that shape our community. Women, after all, are a significant proportion of the population. They comprise 52.2% of the county's population, 49% of its labor force, 61% of its senior citizens and 54.2% of the county's registered voters. Despite these numbers, women continue to be significantly under-represented on these boards.

Such under-representation deprives citizens of the wisdom of a significant segment of the population. The purpose of the 2004 report is two-fold. First, it is designed to focus public attention on gender inequality on not-for-profit boards with budgets of \$1 million or greater located within Erie County. The second aim is to raise awareness of the opportunities for women to participate in service on these boards.

## THE 2004 REPORT

### The Methodology

There are numerous not-for-profit agencies in Erie County. Surveys were mailed to the executive directors of 150 not-for-profit agencies with annual budgets of \$1 million or greater in order to determine the number of women who serve on such boards. One hundred and fourteen completed the surveys. Of these, 111 are 501-C-3 not-for-profits and three others, Buffalo Niagara Enterprise, Buffalo Niagara Convention & Visitors Bureau and the Buffalo Niagara Partnership, are 501-C-6 not-for-profits. The Committee compiled names of the not-for-profit agencies included in this report from lists obtained through *Business First* in its annual listing of Million Dollar Nonprofits, published in November 2003.

While the intention of the Commission was to include all not-for-profit agencies with budgets over \$1 million, we recognize that some agencies may not be included in this report. Some agencies not included in this report may have been overlooked, while others may have chosen not to respond.

The information requested in the survey included: the name of the board; total number of members; the total numbers of male and female members, and the number of board vacancies; the number of officers, and the number of female officers; the term of office; experience of the board in finding women to serve on it; pay and/or honorarium; selection factors, including professional experience, participation, and financial contributions; annual budgets; area served by the agency, and; method by which the board members are recommended and appointed. Annual reports were requested (A copy of the survey is included in Appendix A). Organizations were categorized by the size of their budget (revenues) listed by *Business First* based upon federal 990 income forms filed in either 2001 or 2002.

## **THE 2004 REPORT**

This report reviews gender distribution on the boards of directors of 114 not-for-profit agencies operating in Erie County in 2004 and compares the data to that compiled in previous reports. It should be emphasized that survey results are a snapshot in time in spring 2004. Eighty-one agencies were included in both the 2004 and the 2001 reports and 60 were included in all three – 2004, 2001 and 1996.

The tables in this report include the following information:

- Name of board
- Type of board
- Gender distribution of board members and officers
- Agency budget

The data is divided into three sections: “Arranged by Category,” “Arranged by Budget,” and “All Categories.”

The agency categories are assigned with a general heading designated by the Commission recognizing that many agencies could be classified in many different ways. One example is Child and Adolescent Treatment Services. While this agency could fall under Children/Youth, Health/Mental, or Human Services, it is categorized as Children/Youth.

The headings are a generalization of the work done by the agency, though many categories encompass a broad range. Cultural agencies vary from museums to zoos. Human Service organizations deal with housing, advocacy, and educational training. Community/Business groups include the 10 indicated. Health/Mental Health agencies, including hospitals and counseling centers, serve the physical and emotional health of citizens.

**SIGNIFICANT CHANGES IN NOT-FOR-PROFITS WITH  
BUDGETS GREATER THAN \$1 MILLION SINCE THE 2001 SURVEY**

Tri-County Hospital and Lake Shore Health Care Center merged in 2003 to form the TLC Health Network.

Neighborhood Legal Services merged in 2003 with the Niagara County Legal Aid Society and Oak Orchard Legal Services, greatly expanding its service area beyond Erie County.



## **RECOMMENDED RANGE OF FEMALE REPRESENTATION ON BOARDS**

In both the 1990 and 2000 Census reports, the number of women in Erie County accounted for 52.2% of the population. Among senior citizens, the numbers were even higher. According to the Erie County Board of Elections, 54.2% of all registered voters are women (Erie County Board of Elections, May 2003). Finally, according to the 2000 Census, women represent 49% of the Erie County labor force.

Based on these indicators, the Commission has identified a recommended range of 47-62% of female representation on boards.

## **KEY FINDINGS OF THE SURVEY - 2004**

- 1). Over half of the population of Erie County (52.2%) consists of women, according to the 2000 U.S. Census. Yet in 2004, women account for 36% of the representation of both directors and officers on 114 not-for-profit boards with budgets of \$1 million or more surveyed for this report. Women held 772 positions out of a total of 2,148 filled seats in the spring of 2004.
- 2). Eighteen of the 114 boards attained the Commission's recommended range of female representation of 47 to 62% (See "Recommended Range" on Page 8). Fifteen organizations had female representation beyond the recommended range.
- 3). Gains toward gender balance were also noted with traditionally female or male boards (Boy Scouts, Girl Scouts, Everywoman Opportunity Center).
- 4). Human Service boards, totaling 57, account for the largest of five categories of organizations surveyed in 2004. This category achieved the greatest representation of females on their boards. Women achieved a 41.7% representation on the boards of directors, and a 40% representation of board officers.
- 5). The female representation for the 24 boards in the Health/Mental Health category was 35.4% and 37.1% for officers.
- 6). The Children/Youth category had an overall female representation of 39.2% on its 12 boards, with women comprising 33.3% of the officers on these boards.
- 7). Cultural organizations had a female representation of 32.1% for the 11 boards in the category and 31.3% for officers.
- 8). Community/Business was the category with the greatest under-representation of women. These 10 boards had a 13.9% overall female representation and 21% of the officers were female officers.
- 9). In reviewing the data for not-for-profit boards by budget size, gender balance was found in one category – \$1.5 million and \$2 million budgets had a female representation of 52% on their boards.
- 10) Sixty percent of the 114 organizations surveyed report they consider professional expertise as part of the selection process for new board members. Exactly half – 57 boards stated they also expect a financial donation as a condition of board membership, and a number of others reported they are moving in this direction.



## **KEY FINDINGS for Comparison of NFP Boards 1996, 2001, 2004 Reports**

The data for a total of 60 organizations has been included in all three reports on gender distribution on not-for-profit Boards within Erie County, published in 1996, 2001 and 2004 by the Erie County Commission on the Status of Women. Of these 60 organizations that appear in all three reports, the largest of five agency categories remains Human Service, with 34 organizations, followed by Children/Youth and Health/Mental Health, with 8 each; Cultural with 7 and 3 in the Community/Business category.

- 1) The overall percentage of female representation for the 60 boards of organizations (all categories) included in all three Commission reports showed no significant improvement, with a net gain of 1 percent in 2004 over 1996. Overall female representations on the boards, by year were: 37.9% in 2004; 38.3% in 2001; and 36.9% in 1996.
- 2) The representation of female officers for these 60 boards grew steadily in each report, with a net gain of 5.3% between 1996 and 2004. Percentages for female officers for the 60 boards were: 38.8% in 2004; 35.8% in 2001; and 33.5% in 1996.
- 3) Thirty-one of the 60 organizations surveyed in all three reports reported higher percentages of women on their boards of directors in 2004 than in 1996.
- 4) Twenty-six of the 60 boards reported a greater representation of female officers (president/chair, vice president/chair, treasurer, secretary, etc.) in 2004, compared to 1996.
- 5) There is an apparent trend for traditionally male and female boards to improve gender balance on their boards by recruiting more directors of the under-represented gender. Cases in point include the Boy Scouts, Child and Adolescent Treatment Services and Planned Parenthood, all of which improved the gender balance of their boards in each of the three report years. Two traditionally female boards, the Child & Adolescent Treatment Services and the Girl Scouts of Buffalo & Erie County boards, increased male representation, hence improving gender balance.

- 6) In reviewing organizations by category, Cultural boards showed the greatest increases in female representation between the 1996 and 2004 reports, as 6 out of the 7 boards in this group increased their female representation. However, none attained the Commission's recommended range in 2004. The overall percentage of female representation for this category by year follows: 31.1% in 2004; 24.5% in 2001; and 15.7% in 1996.
- 7) While three of the 8 organizations in the Health/Mental Health category had higher female representation on their boards in 2004 than in 1996, this category appears to be trending toward decreases, with a net loss of 5.8% between 1996 and 2004. On a positive note, one organization in this category decreased its female representation on its traditionally female board in each report year, moving toward improved gender balance. The overall percentage of female representation for this category by year follows: 37.6% in 2004; 39.5% in 2001; and 43.4% in 1996.
- 8) Overall, there was no improvement in female representation on the boards of the three organizations in the Community/Business category in the three reports. In fact, the 2004 female representation for this category is 4.9% lower than it was in 1996. All three organizations registered decreases in female representation on their boards, though some improvement can be found in comparing 2004 to 2001. The overall percentage of female representation for this category by year follows: 14.3% in 2004; 10.3% in 2001; and 19.2% in 1996. One positive note is that the female representation of board officers has grown in each of the report years, nearly doubling in 2004, compared to 1996. The percentage of female officers by year follows: 26.7% in 2004; 20% in 2001 and 13.6% in 1996.
- 9) Nine of the 60 boards for organizations that were included in all three gender distribution reports (2004, 2001 and 1996) achieved the Commission's "Recommended Range" of 47 to 62% female representation in 2004.

## **Key Findings for Comparison of NFP Boards in 2001, 2004 Reports**

The data for a total of 81 local not-for-profit organizations was included in reports on gender distribution on not-for-profit boards within Erie County published in both 2001 and 2004 by the Erie County Commission on the Status of Women. The breakdown of these 81 organizations is as follows: 43 Human Service organizations, 14 Health/Mental Health organizations; 10 Children/Youth organizations; and 7 Community/Business and 7 Cultural organizations.

- 1) No significant changes were found in female representation on boards when comparing the overall data for the 81 organizations included in both the 2004 and 2001 reports, with a rate increase of less than 1%.
- 2) One area of improvement is noted, however, in an increased ratio of female officers on the boards of directors, a rise of 5.5% between reports, from 33.0% in 2001 to 38.5% in 2004.
- 3) Forty-seven of the 81 organizations increased or maintained female representation on their boards of directors between the 2001 and 2004 surveys.
- 4) Twelve of the 81 boards attained the Commission's recommended range of 47 to 62% female representation in 2004; 11 exceeded it.
- 5) There were notable changes in several individual boards. Cazenovia Recovery Systems increased its female representation from 27% in 2001 to 55.6% in 2004; Belmont Shelter increased from 33% in 2001, to 50% in 2004; Mid-Erie Mental Health Services increased from 25% in 2001 to 50% in 2004. Conversely, Spectrum Human Services decreased to 22% in 2004, from 50% in 2001.
- 6) In comparing boards by category, it was found that the percentage of female officers rose in four out of five organizational categories from 2001 to 2004. Human Service had an increase of 2%; Health/Mental Health, an increase of 2.7%; Cultural, an increase of 6.6%; and Community/Business, an increase of 12.5%. The only category with a decrease in representation of female officers was Children/Youth, dropping 2.1%.

## **2004 RECOMMENDATIONS**

**Based upon the findings of the 2004 report, the Commission makes the following recommendations:**

- 1) Female representation on Erie County not-for-profit boards should be within the Commission's recommended range of 47 to 62 percent.**
- 2) As part of their nominating process, not-for-profit boards should take advantage of the TALENT BANK\* of the Erie county Commission on the Status of Women by registering on-line at [www.erie.gov/csw](http://www.erie.gov/csw).**
- 3) The women of Erie County who are interested in board service should make an effort to become involved with the boards of not-for-profit agencies by registering with the TALENT BANK.\***
- 4) Executive and legislative branches of government must make greater efforts to appoint women to Community/Business not-for-profit boards.**
- 5) Private and public funders should encourage gender balance on their grantees' boards.**

**\*The TALENT BANK is an on-line resource at [www.erie.gov/csw](http://www.erie.gov/csw) for women wishing to serve on boards of directors and public, not-for-profit and corporate agencies seeking to fill board vacancies with qualified female candidates.**

## SUMMARY OF FINDINGS

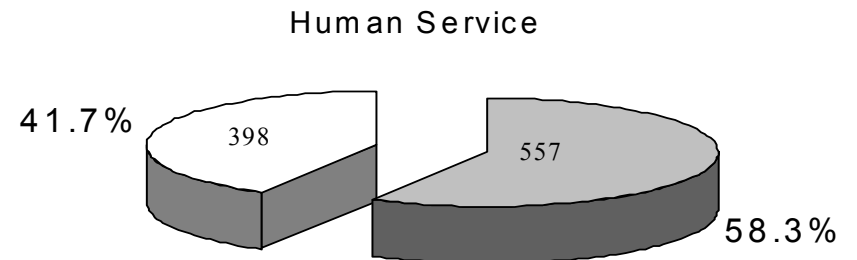
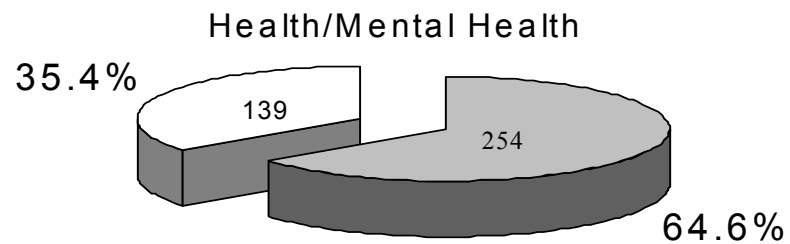
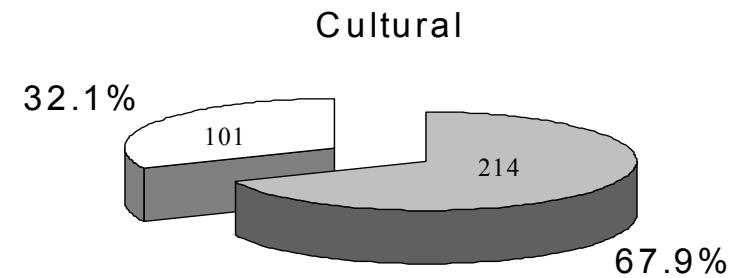
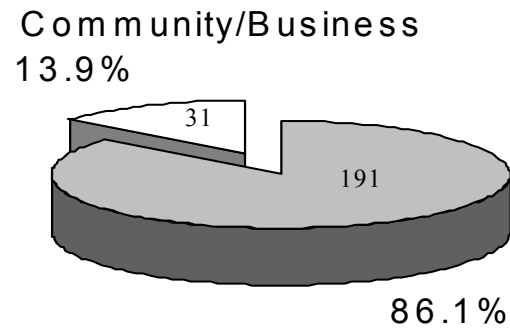
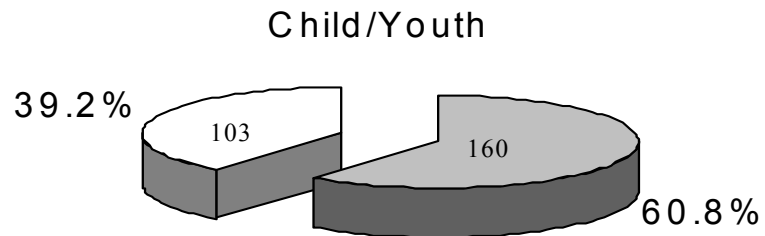
BY TYPE OF AGENCY	number in category	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Child/Youth	12	263	160	103	17	39	66	22	33
Community/Business	10	222	191	31	16	14	38	8	21
Cultural	11	315	214	101	24	32	67	21	31
Health/Mental Health	24	393	254	139	47	35	105	39	37
Human Service	57	955	557	398	84	42	242	97	42
<b>TOTALS</b>	<b>114</b>	<b>2,148</b>	<b>1,376</b>	<b>772</b>	<b>188</b>	<b>36%</b>	<b>518</b>	<b>187</b>	<b>36%</b>

BY BUDGET	number in category	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
\$1M to \$1.5M	17	273	184	89	23	33	67	24	36
\$1.5M to \$2M	8	98	47	51	2	52	29	13	45
\$2M to \$5M	42	853	554	299	79	35	214	81	38
\$5M to \$10M	23	465	289	176	44	38	108	36	33
Greater than \$10 Million	24	459	302	157	40	34	100	33	33
<b>TOTALS</b>	<b>114</b>	<b>2,148</b>	<b>1,376</b>	<b>772</b>	<b>188</b>	<b>36%</b>	<b>518</b>	<b>187</b>	<b>36%</b>



# Arranged by Category

## 2004 Survey



## ARRANGED BY CATEGORY

### CHILD/YOUTH

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Bethel Head Start Inc.	Child/Youth	8	3	5	1	63	3	2	67
Boys & Girls Clubs of Buffalo	Child/Youth	28	23	5	0	18	6	1	17
Boys & Girls Clubs of the Northtowns of WNY Inc.	Child/Youth	26	19	7	4	27	5	1	20
Boy Scouts of America – Greater Niagara Frontier Council	Child/Youth	60	48	12	4	20	16	5	31
Center for Handicapped Children Inc. (CHC Learning Center)	Child/Youth	12	7	5	0	42	4	0	0
Child & Adolescent Treatment Services	Child/Youth	18	8	10	3	56	4	2	50
Child & Family Services of Erie County	Child/Youth	24	13	11	0	46	6	1	17
Child Care Coalition of the Niagara Frontier	Child/Youth	15	3	12	0	80	4	3	75
Gateway-Longview Inc.	Child/Youth	28	20	8	-	29	4	0	0
Girl Scouts of Buffalo & Erie County Inc.	Child/Youth	20	5	15	0	75	6	5	83
Holy Cross Head Start Inc.	Child/Youth	11	7	4	3	36	4	1	25
Joan A. Male Family Support Center (Formerly Parents Anonymous of Buffalo & Erie County)	Child/Youth	13	4	9	2	69	4	1	25
<b>TOTALS</b>	<b>12 boards</b>	<b>263</b>	<b>160</b>	<b>103</b>	<b>17</b>	<b>39.2%</b>	<b>66</b>	<b>22</b>	<b>33.3%</b>

## COMMUNITY/BUSINESS

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Advanced Training Center of Buffalo and Erie County	Community/Bus	8	7	1	0	13	-	-	-
Better Business Bureau	Community/Bus	34	29	5	5	15	5	0	0
Buffalo & Erie County Workforce Development Consortium Inc.	Community/Bus	4	3	1	0	25	-	-	-
Buffalo Economic Renaissance Corp.	Community/Bus	10	9	1	5	10	3	1	33
Buffalo Neighborhood Revitalization Corp.	Community/Bus	10	8	2	1	20	3	1	33
Buffalo Niagara Convention Center	Community/Bus	20	17	3	-	15	5	2	40
Buffalo Niagara Convention & Visitors Bureau	Community/Bus	18	15	3	3	17	7	2	29
Buffalo Niagara Enterprise	Community/Bus	34	31	3	0	9	5	0	0
Buffalo Niagara Partnership	Community/Bus	68	59	9	2	13	7	1	14
WNY Technology Development Center Inc.	Community/Bus	16	13	3	-	19	3	1	33
<b>TOTALS</b>	<b>10 boards</b>	<b>222</b>	<b>191</b>	<b>31</b>	<b>16</b>	<b>13.9%</b>	<b>38</b>	<b>8</b>	<b>21.0%</b>

## ARRANGED BY CATEGORY

### CULTURAL

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
A Taste of Buffalo	Cultural	26	17	9	0	35	6	3	50
Albright-Knox Art Gallery (Buffalo Fine Arts Academy)	Cultural	33	24	9	3	27	4	1	25
Buffalo & Erie County Historical Society	Cultural	26	22	4	1	15	5	1	20
Buffalo Museum of Science	Cultural	32	20	12	1	38	6	0	0
Buffalo Olmsted Parks Conservancy Inc.	Cultural	24	15	9	-	38	7	2	29
Buffalo Philharmonic Orchestra Society Inc.	Cultural	33	20	13	3	39	4	2	50
Erie County Agricultural Society	Cultural	13	11	2	0	15	4	1	25
Shea's O'Connell Preservation Guild (Shea's Performing Arts Center)	Cultural	22	16	6	0	27	5	2	40
Studio Arena	Cultural	34	21	13	6	38	13	8	62
WNY Public Broadcasting Association	Cultural	40	26	14	0	35	6	0	0
Zoological Society of Buffalo Inc.	Cultural	32	22	10	10	31	7	1	14
<b>TOTALS</b>	<b>11 boards</b>	<b>315</b>	<b>214</b>	<b>101</b>	<b>24</b>	<b>32.1%</b>	<b>67</b>	<b>21</b>	<b>31.3%</b>

## HEALTH/MENTAL HEALTH

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Alcohol & Drug Dependency Services Inc.	Health/Mental	9	5	4	6	44	3	2	67
American Lung Association of WNY Inc.	Health/Mental	24	16	8	2	33	5	2	40
Buffalo Community Health Inc.	Health/Mental	11	8	3	1	27	3	0	0
Buffalo Prenatal Perinatal Network	Health/Mental	21	4	17	-	81	5	4	80
Catholic Health System	Health/Mental	19	15	4	0	21	4	1	25
Cazenovia Recovery Systems Inc.	Health/Mental	9	4	5	3	56	4	2	50
Center for Hospice and Palliative Care	Health/Mental	24	17	7	-	29	4	1	25
Central Radiopharmaceutical Services Inc.	Health/Mental	14	13	1	0	7	4	0	0
Episcopal Church Home & Affiliates Life Care Community Inc. (Canterbury Wood)	Health/Mental	16	12	4	10	25	4	0	0
Grace Manor Health Care Facility Inc.	Health/Mental	15	7	8	6	53	5	3	60
Hauptman Woodward Medical Research Institute	Health/Mental	25	20	5	-	20	9	2	22
Hearing Evaluation Services of Buffalo	Health/Mental	4	2	2	-	50	1	1	100
Hemophilia Center of WNY Inc.	Health/Mental	16	9	7	0	44	8	4	50
Kaleida Health	Health/Mental	13	10	3	0	23	4	1	25
Lake Shore Behavioral Health Inc.	Health/Mental	11	7	4	4	36	5	3	60
Mercy Flight Inc.	Health/Mental	12	9	3	0	25	3	2	67
Mid-Erie Mental Health Services Inc.	Health/Mental	6	3	3	3	50	3	1	33
Niagara Lutheran Health System	Health/Mental	56	43	13	0	23	4	1	25
Northwest Buffalo Community Health Care Center	Health/Mental	12	4	8	0	67	4	2	50
Northwest Community Mental Health Care Center	Health/Mental	9	5	4	2	44	5	3	60
Phoenix Frontier Inc.	Health/Mental	9	8	1	6	11	5	0	0
Planned Parenthood of Buffalo and Erie County	Health/Mental	21	7	14	0	67	5	3	60
TLC Health Network	Health/Mental	14	12	2	-	14	4	0	0
Upstate New York Transplant Services	Health/Mental	23	14	9	4	39	4	1	25
<b>TOTALS</b>	<b>24 boards</b>	<b>393</b>	<b>254</b>	<b>139</b>	<b>47</b>	<b>35.4%</b>	<b>105</b>	<b>39</b>	<b>37.1%</b>

## **HUMAN SERVICE**

<b>NAME OF AGENCY</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
AIDS Community Services of WNY	Human Service	15	6	9	0	60	4	2	50
Aspire (formerly UCPA of WNY)	Human Service	14	8	6	1	43	4	2	50
Beechwood Continuing Care	Human Service	17	10	7	0	41	8	3	38
Belmont Shelter Corp.	Human Service	6	3	3	0	50	3	2	67
Bornhava	Human Service	8	2	6	2	75	5	3	60
Buffalo City Mission (City Mission Society)	Human Service	11	9	2	3	18	4	0	0
Buffalo Federation of Neighborhood Centers	Human Service	15	11	4	6	27	5	0	0
Buffalo Hearing and Speech Center Inc.	Human Service	15	12	3	1	20	5	0	0
Buffalo Inner City Scholarship Opportunity Network Inc. (Bison Scholarship Fund)	Human Service	13	8	5	2	38	3	0	0
Buffalo Therapeutic Riding Center Inc.	Human Service	9	4	5	0	56	3	2	67
Buffalo Urban League	Human Service	18	11	7	0	39	7	3	43
Claddagh Commission Inc.	Human Service	10	4	6	0	60	5	2	40
Community Action Organization of Erie County	Human Service	25	11	14	8	56	-	-	-
Community Services for the Dev. Disabled	Human Service	9	7	2	3	22	4	2	50
Compass House	Human Service	15	8	7	5	47	3	2	67
Coordinated Care Management Corp.	Human Service	22	12	10	-	45	4	2	50
Crisis Services	Human Service	18	14	4	-	22	4	1	25
Eagles' Wings Ministries	Human Service	4	3	1	-	25	4	1	25
Erie County Bar Association Aid to Indigent Prisoners	Human Service	18	14	4	-	22	4	0	0
Erie County SPCA	Human Service	28	9	19	6	68	8	5	63
Everywoman Opportunity Center Inc.	Human Service	10	3	7	0	70	3	2	67
Food Bank of WNY Inc.	Human Service	28	20	8	0	29	5	2	40
Gloria J. Parks Community Center	Human Service	14	8	6	3	43	4	3	75
Goodwill Industries of WNY Inc.	Human Service	22	15	7	2	32	4	1	25
Heritage Centers	Human Service	26	13	13	0	50	5	2	40
Hispanics United of Buffalo	Human Service	18	13	5	2	28	4	0	0
Holy Family Home	Human Service	12	3	9	0	75	4	2	50
Hopevale Inc.	Human Service	15	7	8	3	53	5	3	60

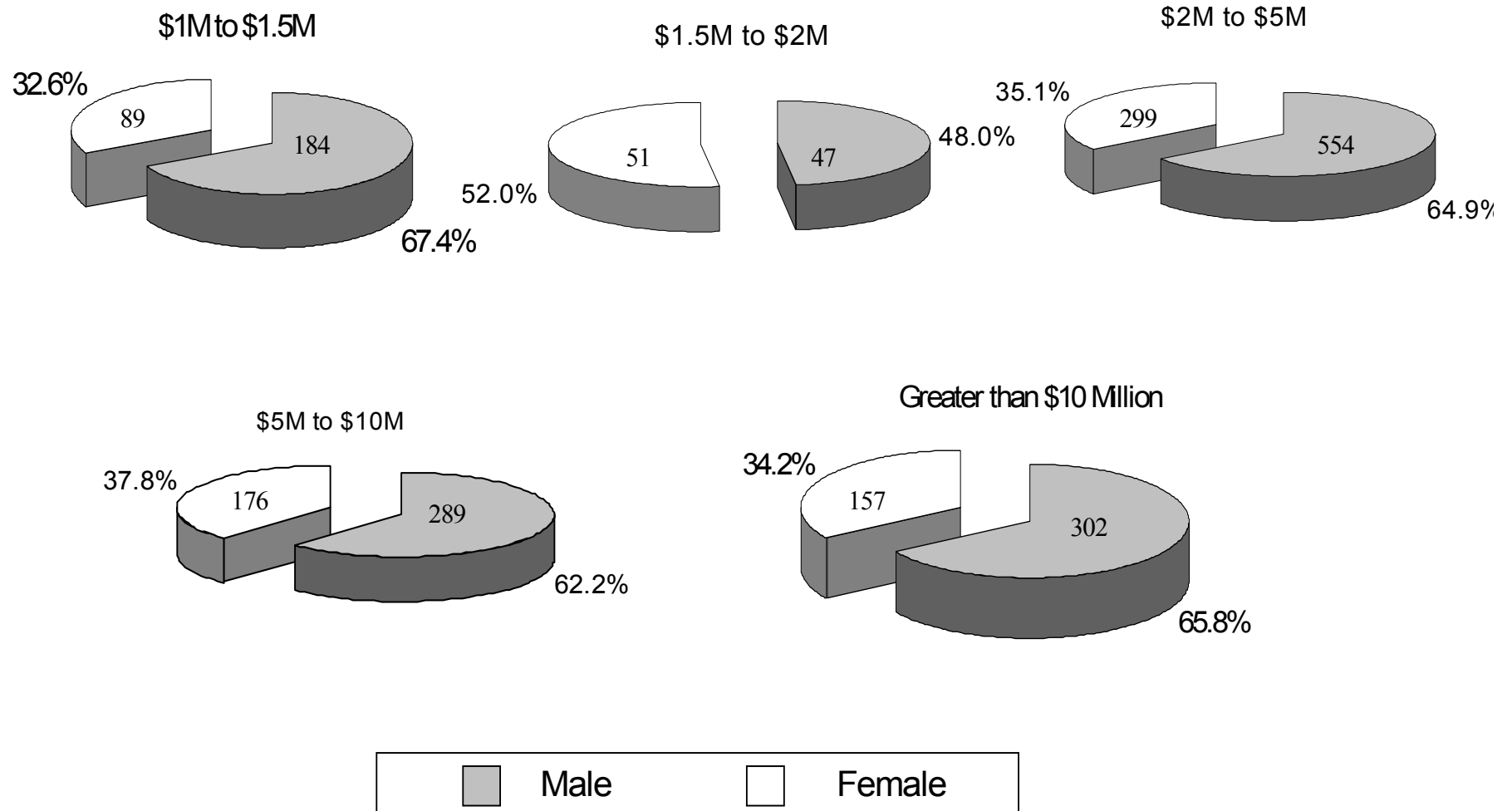
<b>NAME OF AGENCY Human Service cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Horizon Health Services Inc. (Health Management Group)	Human Service	13	7	6	0	46	2	2	100
Jewish Community Center of Greater Buffalo	Human Service	51	32	19	0	37	10	4	40
Jewish Family Service of Buffalo & Erie County	Human Service	26	14	12	0	46	6	3	50
League for the Handicapped	Human Service	9	4	5	0	56	4	3	75
Learning Disabilities Association of WNY	Human Service	16	5	11	9	69	6	4	67
Legal Aid Bureau of Buffalo Inc.	Human Service	20	16	4	2	20	5	0	0
Living Opportunities of DePaul	Human Service	9	4	5	0	56	3	1	33
Lord of Life Adult and Child Services Inc.	Human Service	9	2	7	3	78	4	3	75
Meals on Wheels of Buffalo & Erie County	Human Service	33	23	10	0	30	7	2	29
Native American Community Services of Erie and Niagara Counties Inc.	Human Service	8	3	5	1	63	3	2	67
Neighborhood Legal Services Inc.	Human Service	21	9	12	2	57	3	1	33
Olmsted Center for the Visually Impaired	Human Service	18	13	5	0	28	4	0	0
People Inc.	Human Service	12	8	4	3	33	4	3	75
Presbyterian Homes of WNY Inc.	Human Service	20	14	6	0	30	4	1	25
Restoration Society Inc.	Human Service	9	6	3	-	33	4	1	25
Spectrum Human Services	Human Service	9	7	2	3	22	5	1	20
Southeast Works	Human Service	14	6	8	1	57	4	2	50
St. Augustine Center	Human Service	12	8	4	-	33	0	0	-
Suburban Adult Services Inc. (SASI)	Human Service	11	7	4	-	36	4	1	25
Summit Educational Resources Inc.	Human Service	13	8	5	3	38	4	2	50
Supportive Services Corp.	Human Service	7	6	1	1	14	2	0	0
Transitional Services Inc.	Human Service	12	8	4	0	33	3	1	33
United Way of Buffalo & Erie County	Human Service	39	22	17	0	44	4	3	75
Variety Club of Buffalo	Human Service	21	12	9	0	43	6	3	50
WNY Independent Living Project Inc.	Human Service	18	9	9	4	50	4	1	25
WNY United Against Drug and Alcohol Abuse Inc.	Human Service	18	15	3	-	17	3	0	0
WNY Veteran's Housing Coalition Inc.	Human Service	15	14	1	-	7	4	0	0
YMCA of Greater Buffalo	Human Service	41	27	14	3	34	4	1	25

NAME OF AGENCY Human Service cont'd	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
YWCA of WNY	Human Service	16	-	16	2	100	5	5	100
<b>TOTALS</b>	<b>57 boards</b>	<b>955</b>	<b>557</b>	<b>398</b>	<b>84</b>	<b>41.7%</b>	<b>242</b>	<b>97</b>	<b>40.0%</b>



# Arranged by Budget

## 2004 Survey



## ARRANGED BY BUDGET

### \$1M to \$1.5M Budget

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
A Taste of Buffalo	Cultural	26	17	9	0	35	6	3	50
Advanced Training Center of Buffalo and Erie County	Community/Bus	8	7	1	0	13	-	-	-
American Lung Association of WNY Inc.	Health/Mental	24	16	8	2	33	5	2	40
Boys & Girls Clubs of the Northtowns of WNY Inc.	Child/Youth	26	19	7	4	27	5	1	20
Buffalo & Erie County Historical Society	Cultural	26	22	4	1	15	5	1	20
Buffalo Inner-City Scholarship Opportunity Network Inc. (The Bison Scholarship Fund)	Human Service	13	8	5	2	38	3	0	0
Buffalo Olmsted Parks Conservancy Inc.	Cultural	24	15	9	-	38	7	2	29
Compass House	Human Service	15	8	7	5	47	3	2	67
Eagles' Wings Ministries	Human Service	4	3	1	-	25	4	1	25
Gloria J. Parks Community Center	Human Service	14	8	6	3	43	4	3	75
Hearing Evaluation Services of Buffalo	Health/Mental	4	2	2	-	50	1	1	100
Hispanics United of Buffalo	Human Service	18	13	5	2	28	4	0	0
Lord of Life Adult and Child Services Inc.	Human Service	9	2	7	3	78	4	3	75
Native American Community Services of Erie and Niagara Counties Inc.	Human Service	8	3	5	1	63	3	2	67
Variety Club of Buffalo	Human Service	21	12	9	0	43	6	3	50
WNY United Against Drug and Alcohol Abuse Inc.	Human Service	18	15	3	-	17	3	0	0
WNY Veteran's Housing Coalition Inc.	Human Service	15	14	1	-	7	4	0	0
<b>TOTALS</b>	<b>17 boards</b>	<b>273</b>	<b>184</b>	<b>89</b>	<b>23</b>	<b>32.6%</b>	<b>67</b>	<b>24</b>	<b>35.8%</b>

**\$1.5M to \$2M Budget**

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Bornhava	Human Service	8	2	6	2	75	5	3	60
Buffalo Therapeutic Riding Center Inc.	Human Service	9	4	5	0	56	3	2	67
Center for Handicapped Children Inc. (CHC Learning Center)	Child/Youth	12	7	5	0	42	4	0	0
Everywoman Opportunity Center Inc.	Human Service	10	3	7	0	70	3	2	67
Holy Family Home	Human Service	12	3	9	0	75	4	2	50
Jewish Family Service of Buffalo & Erie County	Human Service	26	14	12	0	46	6	3	50
Restoration Society Inc.	Human Service	9	6	3	-	33	4	1	25
St. Augustine Center	Human Service	12	8	4	-	33	0	0	-
<b>TOTALS</b>	<b>8 boards</b>	<b>98</b>	<b>47</b>	<b>51</b>	<b>2</b>	<b>52.0%</b>	<b>29</b>	<b>13</b>	<b>44.8%</b>

**\$2M to \$5M Budget**

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Belmont Shelter Corp.	Human Service	6	3	3	0	50	3	2	67
Bethel Head Start Inc.	Child/Youth	8	3	5	1	63	3	2	67
Better Business Bureau	Community/Bus	34	29	5	5	15	5	0	0
Boys & Girls Clubs of Buffalo	Child/Youth	28	23	5	0	18	6	1	17
Boy Scouts of America – Greater Niagara Frontier Council	Child/Youth	60	48	12	4	20	16	5	31
Buffalo City Mission (City Mission Society)	Human Service	11	9	2	3	18	4	0	0
Buffalo Economic Renaissance Corp.	Community/Bus	10	9	1	5	10	3	1	33
Buffalo Museum of Science	Cultural	32	20	12	1	38	6	0	0
Buffalo Neighborhood Revitalization Corp.	Community/Bus	10	8	2	1	20	3	1	33
Buffalo Niagara Convention Center	Community/Bus	20	17	3	-	15	5	2	40
Buffalo Niagara Convention & Visitors Bureau	Community/Bus	18	15	3	3	17	7	2	29
Buffalo Niagara Enterprise	Community/Bus	34	31	3	0	9	5	0	0
Buffalo Niagara Partnership	Community/Bus	68	59	9	2	13	7	1	14
Buffalo Prenatal Perinatal Network	Health/Mental	21	4	17	-	81	5	4	80
Buffalo Urban League	Human Service	18	11	7	0	39	7	3	43
Cazenovia Recovery Systems Inc.	Health/Mental	9	4	5	3	56	4	2	50
Child Care Coalition of the N.F.	Child/Youth	15	3	12	0	80	4	3	75
Coordinated Care Management Corp.	Human Service	22	12	10	-	45	4	2	50
Crisis Services	Human Service	18	14	4	-	22	4	1	25
Erie County Agricultural Society	Cultural	13	11	2	0	15	4	1	25
Erie County Bar Association Aid to Indigent Prisoners	Human Service	18	14	4	-	22	4	0	0
Erie County SPCA	Human Service	28	9	19	6	68	8	5	63
Food Bank of WNY Inc.	Human Service	28	20	8	0	29	5	2	40
Girl Scouts of Buffalo & Erie County	Child/Youth	20	5	15	0	75	6	5	83

<b>NAME OF AGENCY \$2M to \$5M Budget cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Holy Cross Head Start Inc.	Child/Youth	11	7	4	3	36	4	1	25
Joan A. Male Family Support Center (Formerly Parents Anonymous of Buffalo & Erie County)	Child/Youth	13	4	9	2	69	4	1	25
League for the Handicapped (Pre-School Learning Center)	Human Service	9	4	5	0	56	4	3	75
Learning Disabilities Association of WNY	Human Service	16	5	11	9	69	6	4	67
Legal Aid Bureau of Buffalo Inc.	Human Service	20	16	4	2	20	5	0	0
Meals on Wheels of Buffalo & Erie County	Human Service	33	23	10	0	30	7	2	29
Mercy Flight Inc.	Health/Mental	12	9	3	0	25	3	2	67
Mid-Erie Mental Health Services Inc.	Health/Mental	6	3	3	3	50	3	1	33
Neighborhood Legal Services Inc.	Human Service	21	9	12	2	57	3	1	33
Northwest Buffalo Community Health Care Center	Health/Mental	12	4	8	0	67	4	2	50
Northwest Community Mental Health Care Center	Health/Mental	9	5	4	2	44	5	3	60
Planned Parenthood of Buffalo and Erie County	Health/Mental	21	7	14	0	67	5	3	60
Southeast Works	Human Service	14	6	8	1	57	4	2	50
Studio Arena	Cultural	34	21	13	6	38	13	8	62
Supportive Services Corp.	Human Service	7	6	1	1	14	2	0	0
WNY Independent Living Project Inc.	Human Service	18	9	9	4	50	4	1	25
WNY Technology Development Center Inc.	Community/Bus	16	13	3	-	19	3	1	33
Zoological Society of Buffalo Inc.	Cultural	32	22	10	10	31	7	1	14
<b>TOTALS</b>	<b>42 boards</b>	<b>853</b>	<b>554</b>	<b>299</b>	<b>79</b>	<b>35.1%</b>	<b>214</b>	<b>81</b>	<b>37.9%</b>

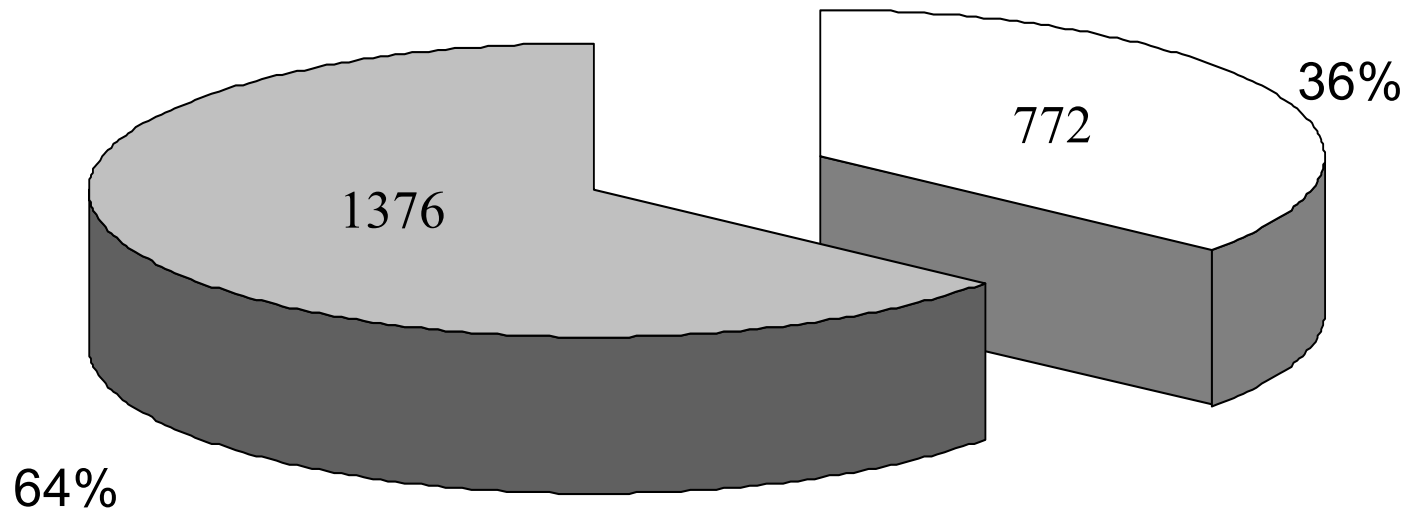
**\$5M to \$10M Budget**

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
AIDS Community Services of WNY	Human Service	15	6	9	0	60	4	2	50
Albright-Knox Art Gallery	Cultural	33	24	9	3	27	4	1	25
Alcohol & Drug Dependency Services Inc.	Health/Mental	9	5	4	6	44	3	2	67
Buffalo Federation of Neighborhood Centers	Human Service	15	11	4	6	27	5	0	0
Buffalo Philharmonic Orchestra Society Inc.	Cultural	33	20	13	3	39	4	2	50
Central Radiopharmaceutical Services Inc.	Health/Mental	14	13	1	0	7	4	0	0
Child & Adolescent Treatment Services	Child/Youth	18	8	10	3	56	4	2	50
Claddagh Commission Inc.	Human Service	10	4	6	0	60	5	2	40
Goodwill Industries of WNY Inc.	Human Service	22	15	7	2	32	4	1	25
Hauptman Woodward Medical Research Institute	Health/Mental	25	20	5	-	20	9	2	22
Heritage Centers	Human Service	26	13	13	0	50	5	2	40
Hopevale Inc.	Human Service	15	7	8	3	53	5	3	60
Jewish Community Center of Greater Buffalo	Human Service	51	32	19	0	37	10	4	40
Living Opportunities of DePaul	Human Service	9	4	5	0	56	3	1	33
Olmsted Center for the Visually Impaired (Elizabeth Pierce Olmsted MD Center)	Human Service	18	13	5	0	28	4	0	0
Phoenix Frontier Inc.	Health/Mental	9	8	1	6	11	5	0	0
Presbyterian Homes of WNY Inc.	Human Service	20	14	6	0	30	4	1	25
Shea's O'Connell Preservation Guild (Shea's Performing Arts Center	Cultural	22	16	6	0	27	5	2	40
Spectrum Human Services (Erie County Southeast Corp.)	Human Service	9	7	2	3	22	5	1	20
Transitional Services Inc.	Human Service	12	8	4	0	33	3	1	33
Upstate New York Transplant Services	Health/Mental	23	14	9	4	39	4	1	25
YMCA of Greater Buffalo	Human Service	41	27	14	3	34	4	1	25
YWCA of WNY	Human Service	16	-	16	2	100	5	5	100
<b>TOTALS</b>	<b>23 boards</b>	<b>465</b>	<b>289</b>	<b>176</b>	<b>44</b>	<b>37.8%</b>	<b>108</b>	<b>36</b>	<b>33.3%</b>

**\$10M or Greater Budget**

NAME OF AGENCY	type	total*board seats filled	male	female	vacant	% female	officers	female officers	% female officers
Aspire (formerly UCPA of WNY)	Human Service	14	8	6	1	43	4	2	50
Beechwood Continuing Care	Human Service	17	10	7	0	41	8	3	38
Buffalo & Erie County Workforce Development Consortium Inc.	Community/Bus	4	3	1	0	25	-	-	-
Buffalo Community Health Inc.	Health/Mental	11	8	3	1	27	3	0	0
Buffalo Hearing and Speech Center Inc.	Human Service	15	12	3	1	20	5	0	0
Catholic Health System	Health/Mental	19	15	4	0	21	4	1	25
Center for Hospice and Palliative Care	Health/Mental	24	17	7	-	29	4	1	25
Child & Family Services of Erie County	Child/Youth	24	13	11	0	46	6	1	17
Community Action Organization of Erie County	Human Service	25	11	14	8	56	-	-	-
Community Services for the Developmentally Disabled	Human Service	9	7	2	3	22	4	2	50
Episcopal Church Home & Affiliates Life Care Community Inc. (Canterbury Wood)	Health/Mental	16	12	4	10	25	4	0	0
Gateway-Longview Inc.	Child/Youth	28	20	8	-	29	4	0	0
Grace Manor Health Care Facility Inc.	Health/Mental	15	7	8	6	53	5	3	60
Hemophilia Center of WNY Inc.	Health/Mental	16	9	7	0	44	8	4	50
Horizon Health Services Inc. (Health Management Group)	Human Service	13	7	6	0	46	2	2	100
Kaleida Health	Health/Mental	13	10	3	0	23	4	1	25
Lake Shore Behavioral Health Inc.	Health/Mental	11	7	4	4	36	5	3	60
Niagara Lutheran Health System	Health/Mental	56	43	13	0	23	4	1	25
People Inc.	Human Service	12	8	4	3	33	4	3	75
Suburban Adult Services Inc. (SASI)	Human Service	11	7	4	-	36	4	1	25
Summit Educational Resources Inc.	Human Service	13	8	5	3	38	4	2	50
TLC Health Network	Health/Mental	14	12	2	-	14	4	0	0
United Way of Buffalo & Erie County	Human Service	39	22	17	0	44	4	3	75
WNY Public Broadcasting Association	Cultural	40	26	14	0	35	6	0	0
<b>TOTALS</b>	<b>24 boards</b>	<b>459</b>	<b>302</b>	<b>157</b>	<b>40</b>	<b>34.2%</b>	<b>100</b>	<b>33</b>	<b>33.0%</b>

# All Categories 2004 Survey





## ALL CATEGORIES 2004

NAME OF AGENCY	type	total board seats filled	male	female	vacant	% female	officers	female officers	% female officers
A Taste of Buffalo	Cultural	26	17	9	0	35	6	3	50
Advanced Training Center of Buffalo and Erie County	Community/Bus	8	7	1	0	13	-	-	-
AIDS Community Services of WNY	Human Service	15	6	9	0	60	4	2	50
Albright-Knox Art Gallery (Buffalo Fine Arts Academy)	Cultural	33	24	9	3	27	4	1	25
Alcohol & Drug Dependency Services Inc.	Health/Mental	9	5	4	6	44	3	2	67
American Lung Association of WNY Inc.	Health/Mental	24	16	8	2	33	5	2	40
Aspire (formerly UCPA of WNY)	Human Service	14	8	6	1	43	4	2	50
Beechwood Continuing Care	Human Service	17	10	7	0	41	8	3	38
Belmont Shelter Corp.	Human Service	6	3	3	0	50	3	2	67
Bethel Head Start Inc.	Child/Youth	8	3	5	1	63	3	2	67
Better Business Bureau	Community/Bus	34	29	5	5	15	5	0	0
Bornhava	Human Service	8	2	6	2	75	5	3	60
Boys & Girls Clubs of Buffalo	Child/Youth	28	23	5	0	18	6	1	17
Boys & Girls Clubs of the Northtowns of WNY Inc.	Child/Youth	26	19	7	4	27	5	1	20
Boy Scouts of America – Greater Niagara	Child/Youth	60	48	12	4	20	16	5	31
Buffalo & Erie County Historical Society	Cultural	26	22	4	1	15	5	1	20
Buffalo & Erie County Workforce Development Consortium Inc.	Community/Bus	4	3	1	0	25	-	-	-
Buffalo City Mission (City Mission Society)	Human Service	11	9	2	3	18	4	0	0
Buffalo Community Health Inc.*	Health/Mental	11	8	3	1	27	3	0	0
Buffalo Economic Renaissance Corp.	Community/Bus	10	9	1	5	10	3	1	33
Buffalo Federation of Neighborhood Centers	Human Service	15	11	4	6	27	5	0	0
Buffalo Hearing and Speech Center Inc.	Human Service	15	12	3	1	20	5	0	0
Buffalo Inner-City Scholarship Opportunity Network Inc. (The Bison Scholarship Fund)	Human Service	13	8	5	2	38	3	0	0
Buffalo Museum of Science	Cultural	32	20	12	1	38	6	0	0
Buffalo Neighborhood Revitalization Corp.	Community/Bus	10	8	2	1	20	3	1	33

<b>NAME OF AGENCY All Categories 2004 cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Buffalo Niagara Convention Center	Community/Bus	20	17	3	-	15	5	2	40
Buffalo Niagara Convention & Visitors Bureau	Community/Bus	18	15	3	3	17	7	2	29
Buffalo Niagara Enterprise	Community/Bus	34	31	3	0	9	5	0	0
Buffalo Niagara Partnership	Community/Bus	68	59	9	2	13	7	1	14
Buffalo Olmsted Parks Conservancy Inc.	Cultural	24	15	9	-	38	7	2	29
Buffalo Philharmonic Orchestra Society Inc.	Cultural	33	20	13	3	39	4	2	50
Buffalo Prenatal Perinatal Network	Health/Mental	21	4	17	-	81	5	4	80
Buffalo Therapeutic Riding Center Inc.	Human Service	9	4	5	0	56	3	2	67
Buffalo Urban League	Human Service	18	11	7	0	39	7	3	43
Catholic Health System	Health/Mental	19	15	4	0	21	4	1	25
Cazenovia Recovery Systems Inc.	Health/Mental	9	4	5	3	56	4	2	50
Center for Handicapped Children Inc. (CHC Learning Center)	Child/Youth	12	7	5	0	42	4	0	0
Center for Hospice and Palliative Care	Health/Mental	24	17	7	-	29	4	1	25
Central Radiopharmaceutical Services Inc.	Health/Mental	14	13	1	0	7	4	0	0
Child & Adolescent Treatment Services	Child/Youth	18	8	10	3	56	4	2	50
Child & Family Services of Erie County	Child/Youth	24	13	11	0	46	6	1	17
Child Care Coalition of the Niagara Frontier	Child/Youth	15	3	12	0	80	4	3	75
Claddagh Commission Inc.	Human Service	10	4	6	0	60	5	2	40
Community Action Organization of Erie County	Human Service	25	11	14	8	56	-	-	-
Community Services for the Developmentally Disabled	Human Service	9	7	2	3	22	4	2	50
Compass House	Human Service	15	8	7	5	47	3	2	67
Coordinated Care Management Corp.	Human Service	22	12	10	-	45	4	2	50
Crisis Services	Human Service	18	14	4	-	22	4	1	25
Eagles' Wings Ministries	Human Service	4	3	1	-	25	4	1	25
Episcopal Church Home & Affiliates Life Care Community Inc. (Canterbury Wood)	Health/Mental	16	12	4	10	25	4	0	0
Erie County Agricultural Society	Cultural	13	11	2	0	15	4	1	25
Erie County Bar Association Aid to I.P.	Human Service	18	14	4	-	22	4	0	0

<b>NAME OF AGENCY All Categories 2004 cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Erie County SPCA	Human Service	28	9	19	6	68	8	5	63
Everywoman Opportunity Center Inc.	Human Service	10	3	7	0	70	3	2	67
Food Bank of WNY Inc.	Human Service	28	20	8	0	29	5	2	40
Gateway-Longview Inc.	Child/Youth	28	20	8	-	29	4	0	0
Girl Scouts of Buffalo & Erie County Inc.	Child/Youth	20	5	15	0	75	6	5	83
Gloria J. Parks Community Center	Human Service	14	8	6	3	43	4	3	75
Goodwill Industries of WNY Inc.	Human Service	22	15	7	2	32	4	1	25
Grace Manor Health Care Facility Inc.	Health/Mental	15	7	8	6	53	5	3	60
Hauptman Woodward Medical Research Institute	Health/Mental	25	20	5	-	20	9	2	22
Hearing Evaluation Services of Buffalo	Health/Mental	4	2	2	-	50	1	1	100
Hemophilia Center of WNY Inc.	Health/Mental	16	9	7	0	44	8	4	50
Heritage Centers	Human Service	26	13	13	0	50	5	2	40
Hispanics United of Buffalo	Human Service	18	13	5	2	28	4	0	0
Holy Cross Head Start Inc.	Child/Youth	11	7	4	3	36	4	1	25
Holy Family Home	Human Service	12	3	9	0	75	4	2	50
Hopevale Inc.	Human Service	15	7	8	3	53	5	3	60
Horizon Health Services Inc. (Health Management Group)	Human Service	13	7	6	0	46	2	2	100
Jewish Community Center of Greater Buffalo	Human Service	51	32	19	0	37	10	4	40
Jewish Family Service of Buffalo & Erie County	Human Service	26	14	12	0	46	6	3	50
Joan A. Male Family Support Center (Formerly Parents Anonymous )	Child/Youth	13	4	9	2	69	4	1	25
Kaleida Health	Health/Mental	13	10	3	0	23	4	1	25
Lake Shore Behavioral Health Inc.	Health/Mental	11	7	4	4	36	5	3	60
League for the Handicapped (Pre-School Learning Center)	Human Service	9	4	5	0	56	4	3	75
Learning Disabilities Association of WNY	Human Service	16	5	11	9	69	6	4	67
Legal Aid Bureau of Buffalo Inc.	Human Service	20	16	4	2	20	5	0	0
Living Opportunities of DePaul	Human Service	9	4	5	0	56	3	1	33

<b>NAME OF AGENCY All Categories 2004 cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Lord of Life Adult and Child Services Inc.	Human Service	9	2	7	3	78	4	3	75
Meals on Wheels of Buffalo & Erie Co.	Human Service	33	23	10	0	30	7	2	29
Mercy Flight Inc.	Health/Mental	12	9	3	0	25	3	2	67
Mid-Erie Mental Health Services Inc.	Health/Mental	6	3	3	3	50	3	1	33
Native American Community Services of Erie and Niagara Counties Inc.	Human Service	8	3	5	1	63	3	2	67
Neighborhood Legal Services Inc.**	Human Service	21	9	12	2	57	3	1	33
Niagara Lutheran Health System	Health/Mental	56	43	13	0	23	4	1	25
Northwest Buffalo Community Health Care Center	Health/Mental	12	4	8	0	67	4	2	50
Northwest Community Mental Health Care Center	Health/Mental	9	5	4	2	44	5	3	60
Olmsted Center for the Visually Impaired (Elizabeth Pierce Olmsted MD Center)	Human Service	18	13	5	0	28	4	0	0
People Inc.	Human Service	12	8	4	3	33	4	3	75
Phoenix Frontier Inc.	Health/Mental	9	8	1	6	11	5	0	0
Planned Parenthood of Buffalo and Erie County	Health/Mental	21	7	14	0	67	5	3	60
Presbyterian Homes of WNY Inc.	Human Service	20	14	6	0	30	4	1	25
Restoration Society Inc.	Human Service	9	6	3	-	33	4	1	25
Shea's O'Connell Preservation Guild (Shea's Performing Arts Center	Cultural	22	16	6	0	27	5	2	40
Spectrum Human Services (Erie County Southeast Corp.)	Human Service	9	7	2	3	22	5	1	20
Southeast Works	Human Service	14	6	8	1	57	4	2	50
St. Augustine Center	Human Service	12	8	4	-	33	0	0	-
Studio Arena	Cultural	34	21	13	6	38	13	8	62
Suburban Adult Services Inc. (SASI)	Human Service	11	7	4	-	36	4	1	25
Summit Educational Resources Inc.	Human Service	13	8	5	3	38	4	2	50
Supportive Services Corp.	Human Service	7	6	1	1	14	2	0	0
TLC Health Network***	Health/Mental	14	12	2	-	14	4	0	0
Transitional Services Inc.	Human Service	12	8	4	0	33	3	1	33

<b>NAME OF AGENCY All Categories 2004 cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
United Way of Buffalo & Erie County	Human Service	39	22	17	0	44	4	3	75
Upstate New York Transplant Services	Health/Mental	23	14	9	4	39	4	1	25
Variety Club of Buffalo	Human Service	21	12	9	0	43	6	3	50
WNY Independent Living Project Inc.	Human Service	18	9	9	4	50	4	1	25
WNY Public Broadcasting Association	Cultural	40	26	14	0	35	6	0	0
WNY Technology Development Center Inc.	Community/Bus	16	13	3	-	19	3	1	33
WNY United Against Drug and Alcohol Abuse Inc.	Human Service	18	15	3	-	17	3	0	0
WNY Veteran's Housing Coalition Inc.	Human Service	15	14	1	-	7	4	0	0
YMCA of Greater Buffalo	Human Service	41	27	14	3	34	4	1	25
YWCA of WNY	Human Service	16	-	16	2	100	5	5	100
Zoological Society of Buffalo Inc.	Cultural	32	22	10	10	31	7	1	14
<b>TOTALS</b>	<b>114 boards</b>	<b>2,148</b>	<b>1,376</b>	<b>772</b>	<b>188</b>	<b>35.9%</b>	<b>518</b>	<b>187</b>	<b>36.2%</b>

\* Buffalo Community Health is an HMO formed by Erie County Medical Center, Kaleida Health and Univera in 1995 to serve mainly enrollees of government health programs, such as Child Health Plus, Family Health Plus and Medicaid.

\*\* Neighborhood Legal Services merged with two other entities in 2003, greatly expanding its service area beyond Erie County.

\*\*\* TLC Network was formed in 2003 in a merger of Tri-County Hospital and Lake Shore Health Care Center.

## COMPARISON, AGENCIES INCLUDED IN ALL 3 NFP REPORTS - 1996, 2001, 2004 All CATEGORIES

NAME OF AGENCY	type	total board seats filled 2004 ('01)'96	male	female	vacant	% female 2004('01)'96	officers	female officers	% female officers 2004 ('01)'96
AIDS Community Services of WNY	Human Service	15 (15) 13	6 (8) 8	9 (7) 5	0 (0) 2	<b>60 (47) 38</b>	4 (4) 4	2 (3) 1	<b>50 (75) 25</b>
Albright-Knox Art Gallery (Buffalo Fine Arts Academy)	Cultural	33 (30) 28	24 (25) 23	9 (5) 5	3 (0) 0	<b>27 (17) 18</b>	4 (5) 6	1 (1) 1	<b>25 (20) 17</b>
Alcohol & Drug Dependency Services Inc.	Health/ Mental	9 (13) 17	5 (10) 11	4 (3) 6	6 (8) 4	<b>44 (23) 35</b>	3 (4) 4	2 (1) 2	<b>67 (25) 50</b>
Aspire (formerly UCPA of WNY)	Human Service	14 (14) 18	8 (8) 13	6 (6) 5	1 (0) 3	<b>43 (43) 28</b>	4 (4) 3	2 (1) 3	<b>50 (25) 100</b>
Belmont Shelter Corp.	Human Service	6 (6) 5	3 (4) 4	3 (2) 1	0 (0) 0	<b>50 (33) 20</b>	3 (4) 4	2 (2) 3	<b>67 (50) 75</b>
Bethel Head Start Inc.	Child/ Youth	8 (12) 16	3 (4) 7	5 (8) 9	1 (1) 0	<b>63 (62) 56</b>	3 (4) 5	2 (3) 4	<b>67 (75) 80</b>
Boy Scouts of America – Gr. Niagara Frontier Co.	Child/ Youth	60 (75) 53	48 (69) 51	12 (6) 2	4 (0) 2	<b>20 (8) 4</b>	16 (15) 10	5 (0) 0	<b>31 (0) 0</b>
Buffalo City Mission (City Mission Society)	Human Service	11 (11) 10	9 (11) 10	2 (0) 0	3 (0) 0	<b>18 (0) 0</b>	4 (4) 4	0 (0) 0	<b>0 (0) 0</b>
Buffalo Federation of Neighborhood Centers	Human Service	15 (18) 17	11 (11) 7	4 (7) 10	6 (3) 4	<b>27 (39) 59</b>	5 (5) 7	0 (2) 4	<b>0 (40) 57</b>
Buffalo Hearing and Speech Center	Human Service	15 (15) 30	12 (11) 18	3 (4) 12	1 (0) 0	<b>20 (27) 40</b>	5 (4) 5	0 (0) 2	<b>0 (0) 40</b>
Buffalo Museum of Science	Cultural	32 (30) 30	20 (21) 24	12 (9) 6	1 (0) 0	<b>38 (30) 20</b>	6 (5) 8	0 (1) 1	<b>0 (20) 13</b>
Buffalo Neighborhood Revitalization Corp.	Com/ Bus	10 (10) 50	8 (8) 37	2 (2) 13	1 (1) 0	<b>20 (20) 26</b>	3 (4) 11	1 (1) 3	<b>33 (25) 27</b>
Buffalo Niagara Convention Center	Com/ Bus	20 (11) 11	17 (10) 9	3 (1) 2	- (0) 0	<b>15 (9) 18</b>	5 (4) 4	2 (1) 0	<b>40 (25) 0</b>
*Buffalo Niagara Partnership	Com/ Bus	68 (66) 64	59 (60) 55	9 (6) 9	2 (4) 0	<b>13 (9) 14</b>	7 (7) 7	1 (1) 0	<b>14 (14) 0</b>

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 ('01) '96</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female 2004('01)'96</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers 2004('01)'96</b>
Buffalo Philharmonic Orchestra	Cultural	33 (59) 47	20 (29) 35	13 (30) 12	3 (0)1	<b>39 (51) 26</b>	4 (9) 6	2 (3)0	<b>50 (33) 0</b>
Buffalo Urban League	Human Service	18 (25) 27	11 (13) 16	7 (12) 11	0 (0)6	<b>39 (48) 41</b>	7 (7) 8	3 (2)1	<b>43 (29) 13</b>
Center for Hospice & Palliative Care	Health/ Mental	24 (26) 20	17 (14) 12	7 (12) 8	- (4) 0	<b>29 (40) 40</b>	4 (4) 4	1 (1)1	<b>25 (25) 25</b>
Child & Adolescent Treatment Services	Child/ Youth	18 (19) 14	8 (8) 3	10 (11) 11	3 (0)0	<b>56 (58) 79</b>	4 (4) 2	2 (2)1	<b>50 (50) 50</b>
Child & Family Services of Erie County	Child/ Youth	24 (23) 33	13 (11) 16	11 (12) 17	0 (0)0	<b>46 (52) 52</b>	6 (6) 5	1 (1)3	<b>17 (17) 60</b>
Community Action Organization of Erie County	Human Service	25 (37) 38	11 (12) 19	14 (25) 19	8(14)3	<b>56 (68) 50</b>	- (6) 6	- (4) 3	<b>- (67) 50</b>
Community Services for the Dev. Disabled	Human Service	9 (11) 8	7 (9) 5	2 (2) 3	3 (0)1	<b>22 (18) 38</b>	4 (4) 4	2 (1)1	<b>50 (25) 25</b>
Coordinated Care Management Corp.	Human Service	22 (25) 30	12 (15) 19	10 (10) 11	- (5) 0	<b>45 (40) 37</b>	4 (4) 4	2 (2)1	<b>50 (50) 25</b>
Crisis Services	Human Service	18 (18) 19	14 (11) 11	4 (7) 8	- (0)0	<b>22 (39) 42</b>	4 (4) 5	1 (3)1	<b>25 (75) 20</b>
Erie County SPCA	Human Service	28 (29) 34	9 (13) 17	19 (16) 17	6 (6) 1	<b>68 (41) 50</b>	8 (8) 7	5 (4)0	<b>63 (50) 0</b>
Everywoman Opportunity Ctr. Inc.	Human Service	10 (10) 10	3 (2) 2	7 (8) 8	0 (0) 0	<b>70 (80) 80</b>	3 (4) 4	2 (2)3	<b>67 (50) 75</b>
Food Bank of WNY Inc.	Human Service	28 (30) 33	20 (20) 20	8 (10) 13	0 (3)0	<b>29 (33) 39</b>	5 (5) 7	2 (1)3	<b>40 (20) 43</b>
*Gateway-Longview Inc.	Child/ Youth	28 (25) 27	20 (17) 16	8 (8) 11	- (3) 0	<b>29 (29) 41</b>	4 (4) 6	0 (0)2	<b>0 (0) 33</b>
Girl Scouts of Buffalo & Erie County Inc.	Child/ Youth	20 (20) 28	5 (1) 4	15 (19) 24	0 (1)2	<b>75 (95) 86</b>	6 (6) 6	5 (6)6	<b>83 (100) 100</b>

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 ('01) '96</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female 2004('01)'96</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers 2004('01)'96</b>
Goodwill Industries of WNY Inc.	Human Service	22 (26) 21	15 (19) 15	7 (7) 6	2 (0)0	<b>32 (27) 29</b>	4 (4) 7	1 (0)2	<b>25 (0) 29</b>
Hauptman Woodward Medical Research Inst.	Health/ Mental	25 (22) 16	20 (18) 15	5 (4) 1	- (0) 2	<b>20 (9) 6</b>	9 (11) 8	2 (3)3	<b>22 (27) 38</b>
Heritage Centers	Human Service	26 (20) 15	13 (10) 8	13 (10) 7	0 (0)0	<b>50 (50) 47</b>	5 (5) 5	2 (2)2	<b>40 (40) 40</b>
Hispanics United of Buffalo	Human Service	18 (19) 15	13 (15) 11	5 (4) 4	2 (0)4	<b>28 (22) 27</b>	4 (4) 4	0 (0)1	<b>0 (0) 25</b>
Holy Cross Head Start Inc.	Child/ Youth	11 (15) 14	7 (8) 6	4 (7) 8	3 (0)1	<b>36 (47) 57</b>	4 (2) 4	1 (2)1	<b>25 (100) 25</b>
Hopevale Inc.	Human Service	15 (13) 12	7 (7) 7	8 (6) 5	3 (2) 6	<b>53 (46) 42</b>	5 (5) 5	3 (2)2	<b>60 (40) 40</b>
Horizon Health Services Inc. (Health Management)	Human Service	13 (10) 8	7 (5) 4	6 (5) 4	0 (0)0	<b>46 (50) 50</b>	2 (2) 3	2 (1)1	<b>100 (50) 33</b>
Jewish Community Ctr. of Greater Buffalo	Human Service	51 (33) 36	32 (19) 21	19 (14) 15	0 (3)0	<b>37 (39) 42</b>	10 (8) 8	4 (3)2	<b>40 (38) 25</b>
Jewish Family Service of Buffalo & Erie Co.	Human Service	26 (24) 26	14 (15) 16	12 (9) 10	0 (4)1	<b>46 (37) 38</b>	6 (4) 4	3(1)1	<b>50 (25) 25</b>
*Joan A. Male Family Support Center	Child/ Youth	13 (15) 24	4 (5) 11	9 (10) 13	2 (5)1	<b>69 (67) 54</b>	4 (4) 5	1 (2)2	<b>25 (50) 40</b>
*Lake Shore Behavioral Health Inc.	Health/ Mental	11 (13) 12	7 (9) 7	4 (4) 5	4 (2)3	<b>36 (31) 42</b>	5 (5) 6	3 (3)3	<b>60 (60) 50</b>
*Learning Disabilities Association of WNY	Human Service	16 (13) 20	5 (4) 11	11 (9) 9	9 (3) 5	<b>69 (56) 45</b>	6 (5) 5	4 (3)3	<b>67 (60) 60</b>
Legal Aid Bureau of Buffalo Inc.	Human Service	20 (22) 19	16 (15) 15	4 (7) 4	2 (0) 3	<b>20 (32) 21</b>	5 (5) 5	0 (0)0	<b>0 (0)0</b>
Mercy Flight Inc.	Health/ Mental	12 (11) 7	9 (8) 5	3 (3) 2	0 (0)0	<b>25 (27) 29</b>	3 (4) 3	2 (3)2	<b>67 (75) 67</b>
Mid-Erie Mental Health Services Inc.	Health/ Mental	6 (7) 13	3 (4) 6	3 (3) 7	3 (5)2	<b>50 (25) 54</b>	3 (3) 3	1 (2)2	<b>33 (67) 67</b>



<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 ('01) '96</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female 2004('01)'96</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers 2004('01)'96</b>
Neighborhood Legal Services Inc.	Human Service	21 (15) 18	9 (5) 6	12 (10) 12	2 (3)0	<b>57 (67) 67</b>	3 (3) 3	1 (2)2	<b>33 (67) 67</b>
Northwest Community Mental Health Care Ctr.	Health/ Mental	9 (8) 12	5 (4) 7	4 (4) 5	2 (4)0	<b>44 (50) 42</b>	5 (5) 5	3 (3)2	<b>60 (60) 40</b>
People Inc.	Human Service	12 (10) 14	8 (5) 11	4 (5) 3	3 (0) 1	<b>33 (50) 21</b>	4 (4) 4	3 (2)1	<b>75 (50) 25</b>
Planned Parenthood of Bflo. & Erie Co.	Health/ Mental	21 (19) 25	7 (5) 6	14 (14) 19	0 (6) 0	<b>67 (73) 76</b>	5 (4) 4	3 (2)3	<b>60 (50) 75</b>
Shea's Performing Arts Center (Shea's O'Connell Preservation Guild)	Cultural	22 (42) 38	16 (29) 30	6 (13) 8	0 (8)0	<b>27 (26) 21</b>	5 (6) 9	2 (1)1	<b>40 (17) 11</b>
*Southeast Works	Human Service	14 (14) 15	6 (7) 9	8 (7) 6	1 (1)0	<b>57 (50) 40</b>	4 (4) 4	2 (1)1	<b>50 (25) 25</b>
Spectrum Human Services (Erie Co. Southeast Corp.)	Human Service	9 (8) 12	7 (4) 2	2 (4) 10	3 (2)0	<b>22 (50) 83</b>	5 (4) 5	1 (3)3	<b>20 (75) 60</b>
St. Augustine Center	Human Service	12 (8) 14	8 (5) 8	4 (3) 6	- (1) 4	<b>33 (38) 43</b>	0 (3) 3	0 (0)1	<b>- (0) 33</b>
Studio Arena	Cultural	34 (37) 34	21 (25) 27	13(12)7	6 (2) 0	<b>38 (32) 21</b>	13 (9)11	8 (3)2	<b>62 (33) 18</b>
Suburban Adult Services Inc. (SASI)	Human Service	11 (11) 8	7 (7) 6	4 (4) 2	- (2) 1	<b>36 (36) 29</b>	4 (4) 4	1 (0)1	<b>25 (0) 25</b>
Supportive Services	Human Service	7 (7) 9	6 (7) 8	1 (0) 1	1 (2) 0	<b>14 (0) 11</b>	2 (3) 3	0 (0)0	<b>0 (0) 0</b>
Transitional Services Inc.	Human Service	12 (12) 12	8 (7) 8	4 (5) 4	0 (0) 0	<b>33 (42) 33</b>	3 (3) 3	1 (2)1	<b>33 (67) 33</b>
United Way of Bflo. & Erie County	Human Service	39 (44) 48	22 (26) 32	17 (18) 16	0 (0)0	<b>44 (39) 33</b>	4 (6) 4	3 (3)2	<b>75 (50) 50</b>
WNY Public Broadcasting Assn.	Cultural	40 (35) 36	26 (22) 25	14 (13) 11	0 (0) 4	<b>35 (37) 31</b>	6 (10) 6	0 (2)1	<b>0 (20) 17</b>
YMCA of Greater Buffalo	Human Service	41 (32) 33	27 (25) 25	14 (7) 8	3 (4) 3	<b>34 (22) 24</b>	4 (5) 5	1 (2)1	<b>25 (40) 20</b>

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 ('01) '96</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female 2004('01)'96</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers 2004('01)'96</b>
YWCA of WNY	Human Service	16 (18) 17	- (0) 0	16 (18) 17	2 (0) 0	<b>100 (100) 100</b>	5 (5) 5	5 (5) 5	<b>100 (100) 100</b>
Zoological Society of Buffalo Inc.	Cultural	32 (30) 33	22 (20) 22	10 (10) 11	10 (6) 3	<b>31 (33) 33</b>	7 (5) 5	1 (1) 2	<b>14 (20) 40</b>

### Comparison for Agencies in all 3 reports

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
<b>Totals 2004</b>		<b>1,258</b>	<b>780</b>	<b>478</b>		<b>37.9</b>	<b>289</b>	<b>112</b>	<b>38.8%</b>
<b>Totals 2001</b>		<b>1,296</b>	<b>799</b>	<b>497</b>		<b>38.3</b>	<b>302</b>	<b>108</b>	<b>35.8</b>
<b>Totals 1996</b>		<b>1,366</b>	<b>862</b>	<b>504</b>		<b>36.9</b>	<b>314</b>	<b>106</b>	<b>33.5</b>
<b>Total agencies/ boards in all reports</b>	<b>60</b>								

\* In the 1996 report, Aspire was known as United Cerebral Palsy Association of WNY, Gateway-Longview was known as Longview Niagara, Joan A. Male Family Support Center was known as Parents Anonymous of Buffalo & Erie County, Lake Shore Behavioral Health was Lake Shore Community Mental Health, Learning Disabilities Association of WNY was known as the Western New York Association for the Learning Disabled and Southeast Works was the Southeast Community Work Center Inc.

## COMPARISON, AGENCIES IN BOTH 2001 & 2004 REPORTS, ALL CATEGORIES

NAME OF AGENCY	type	total board seats filled 2004 (2001)	male	female	vacant	% female	officers	female officers	% female officers
AIDS Community Services of WNY	Human Service	15 (15)	6 (8)	9 (7)	0 (0)	60 (47)	4 (4)	2 (3)	50 (75)
Albright-Knox Art Gallery (Buffalo Fine Arts Academy)	Cultural	33 (30)	24 (25)	9 (5)	3 (0)	27 (17)	4 (5)	1 (1)	25 (20)
Alcohol & Drug Dependency Services Inc.	Health/Mental	9 (13)	5 (10)	4 (3)	6 (8)	44 (23)	3 (4)	2 (1)	67 (25)
Aspire (formerly UCPA of WNY)	Human Service	14 (14)	8 (8)	6 (6)	1 (0)	43 (43)	4 (4)	2 (1)	50 (25)
Beechwood Continuing Care	Human Service	17 (15)	10 (11)	7 (4)	0 (0)	41 (27)	8 (7)	3 (2)	38 (29)
Belmont Shelter Corp.	Human Service	6 (6)	3 (4)	3 (2)	0 (0)	50 (33)	3 (4)	2 (2)	67 (50)
Bethel Head Start Inc.	Child/Youth	8 (12)	3 (4)	5 (8)	1 (1)	63 (62)	3 (4)	2 (3)	67 (75)
Boy Scouts of America – Greater Niagara Frontier Council	Child/Youth	60 (75)	48 (69)	12 (6)	4 (0)	20 (8)	16 (15)	5 (0)	31 (0)
Buffalo & Erie County Workforce Development Consortium Inc.	Community/Bus	4 (4)	3 (3)	1 (1)	0 (0)	25 (25)	- (4)	- (1)	- (25)
Buffalo City Mission (City Mission Society)	Human Service	11 (11)	9 (11)	2 (0)	3 (0)	18 (0)	4 (4)	0 (0)	0 (0)
Buffalo Economic Renaissance Corp.	Community/Bus	10 (14)	9 (12)	1 (2)	5 (1)	10 (14)	3 (1)	1 (0)	33 (0)
Buffalo Federation of Neighborhood Centers	Human Service	15 (18)	11 (11)	4 (7)	6 (3)	27 (39)	5 (5)	0 (2)	0 (40)
Buffalo Hearing and Speech Center Inc.	Human Service	15 (15)	12 (11)	3 (4)	1 (0)	20 (27)	5 (4)	0 (0)	0 (0)
Buffalo Museum of Science	Cultural	32 (30)	20 (21)	12 (9)	1 (0)	38 (30)	6 (5)	0 (1)	0 (20)
Buffalo Neighborhood Revitalization Corp.	Community/Bus	10 (10)	8 (8)	2 (2)	1 (1)	20 (20)	3 (4)	1 (1)	33 (25)
Buffalo Niagara Convention Center	Community/Bus	20 (11)	17 (10)	3 (1)	- (0)	15 (9)	5 (4)	2 (1)	40 (25)
Buffalo Niagara Convention & Visitors Bureau	Community/Bus	18 (21)	15 (18)	3 (3)	3 (0)	17 (14)	7 (6)	2 (1)	29 (17)

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 (2001)</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Buffalo Niagara Partnership	Community/Bus	68 (66)	59 (60)	9 (6)	2 (4)	13 (9)	7 (7)	1 (1)	14 (14)
Buffalo Philharmonic Orchestra (Society Inc.)	Cultural	33 (59)	20 (29)	13 (30)	3 (0)	39 (51)	4 (9)	2 (3)	50 (33)
Buffalo Prenatal Perinatal Network	Health/Mental	21 (26)	4 (8)	17 (18)	- (0)	81 (69)	5 (4)	4 (4)	80 (100)
Buffalo Urban League	Human Service	18 (25)	11 (13)	7 (12)	0 (0)	39 (48)	7 (7)	3 (2)	43 (29)
Catholic Health System	Health/Mental	19 (20)	15 (16)	4 (4)	0 (0)	21 (20)	4 (4)	1 (1)	25 (25)
Cazenovia Recovery Systems Inc.	Health/Mental	9 (11)	4 (8)	5 (3)	3 (4)	56 (27)	4 (4)	2 (0)	50 (0)
Center for Handicapped Children Inc. (CHC Learning Center)	Child/Youth	12 (6)	7 (3)	5 (3)	0 (1)	42 (50)	4 (4)	0 (2)	0 (50)
Center for Hospice and Palliative Care	Health/Mental	24 (26)	17 (14)	7 (12)	- (4)	29 (40)	4 (4)	1 (1)	25 (25)
Child & Adolescent Treatment Services	Child/Youth	18 (19)	8 (8)	10 (11)	3 (0)	56 (58)	4 (4)	2 (2)	50 (50)
Child & Family Services of Erie County	Child/Youth	24 (23)	13 (11)	11 (12)	0 (0)	46 (52)	6 (6)	1 (1)	17 (17)
Child Care Coalition of the Niagara Frontier	Child/Youth	15 (15)	3 (4)	12 (11)	0 (3)	80 (73)	4 (3)	3 (2)	75 (67)
Community Action Organization of Erie County	Human Service	25 (37)	11 (12)	14 (25)	8 (14)	56 (68)	- (6)	- (4)	- (67)
Community Services for the Developmentally Disabled	Human Service	9 (11)	7 (9)	2 (2)	3 (0)	22 (18)	4 (4)	2 (1)	50 (25)
Coordinated Care Management Corp.	Human Service	22 (25)	12 (15)	10 (10)	- (5)	45 (40)	4 (4)	2 (2)	50 (50)
Crisis Services	Human Service	18 (18)	14 (11)	4 (7)	- (0)	22 (39)	4 (4)	1 (3)	25 (75)
Erie County SPCA	Human Service	28 (29)	9 (13)	19 (16)	6 (6)	68 (41)	8 (8)	5 (4)	63 (50)

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 (2001)</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Everywoman Opportunity Center Inc.	Human Service	10 (10)	3 (2)	7 (8)	0 (0)	70 (80)	3 (4)	2 (2)	67 (50)
Food Bank of WNY Inc.	Human Service	28 (30)	20 (20)	8 (10)	0 (3)	29 (33)	5 (5)	2 (1)	40 (20)
Gateway-Longview Inc.	Child/Youth	28 (25)	20 (17)	8 (8)	- (3)	29 (29)	4 (4)	0 (0)	0 (0)
Girl Scouts of Buffalo & Erie County Inc.	Child/Youth	20 (20)	5 (1)	15 (19)	0 (1)	75 (95)	6 (6)	5 (6)	83 (100)
Goodwill Industries of WNY Inc.	Human Service	22 (26)	15 (19)	7 (7)	2 (0)	32 (27)	4 (4)	1 (0)	25 (0)
Hauptman Woodward Medical Research Institute	Health/Mental	25 (22)	20 (18)	5 (4)	- (0)	20 (9)	9 (11)	2 (3)	22 (27)
Hemophilia Center of WNY Inc.	Health/Mental	16 (16)	9 (11)	7 (5)	0 (5)	44 (32)	8 (7)	4 (3)	50 (43)
Heritage Centers	Human Service	26 (20)	13 (10)	13 (10)	0 (0)	50 (50)	5 (5)	2 (2)	40 (40)
Hispanics United of Buffalo	Human Service	18 (19)	13 (15)	5 (4)	2 (0)	28 (22)	4 (4)	0 (0)	0 (0)
Holy Cross Head Start Inc.	Child/Youth	11 (15)	7 (8)	4 (7)	3 (0)	36 (47)	4 (2)	1 (2)	25 (100)
Hopevale Inc.	Human Service	15 (13)	7 (7)	8 (6)	3 (2)	53 (46)	5 (5)	3 (2)	60 (40)
Horizon Health Services Inc. (Health Management Group)	Human Service	13 (10)	7 (5)	6 (5)	0 (0)	46 (50)	2 (2)	2 (1)	100 (50)
Jewish Community Center of Greater Buffalo	Human Service	51 (33)	32 (19)	19 (14)	0 (3)	37 (39)	10 (8)	4 (3)	40 (38)
Jewish Family Service of Buffalo & Erie County	Human Service	26 (24)	14 (15)	12 (9)	0 (4)	46 (37)	6 (4)	3 (1)	50 (25)
Joan A. Male Family Support Center (Formerly Parents Anonymous of Buffalo & Erie County)	Child/Youth	13 (15)	4 (5)	9 (10)	2 (5)	69 (67)	4 (4)	1 (2)	25 (50)
Kaleida Health	Health/Mental	13 (24)	10(16)	3 (8)	0 (1)	23 (33)	4 (4)	1 (1)	25 (25)
Lake Shore Behavioral Health Inc.	Health/Mental	11 (13)	7 (9)	4 (4)	4 (2)	36 (31)	5 (5)	3 (3)	60 (60)

<b>NAME OF AGENCY Comparison Cont'd</b>	<b>type</b>	<b>total board seats filled 2004 (2001)</b>	<b>male</b>	<b>female</b>	<b>vacant</b>	<b>% female</b>	<b>officers</b>	<b>female officers</b>	<b>% female officers</b>
Learning Disabilities Association of WNY	Human Service	16 (13)	5 (4)	11 (9)	9 (3)	69 (56)	6 (5)	4 (3)	67 (60)
Legal Aid Bureau of Buffalo Inc.	Human Service	20 (22)	16 (15)	4 (7)	2 (0)	20 (32)	5 (5)	0 (0)	0 (0)
Living Opportunities of DePaul	Human Service	9 (8)	4 (4)	5 (4)	0 (1)	56 (50)	3 (5)	1 (1)	33 (20)
Meals on Wheels of Buffalo & Erie County	Human Service	33 (33)	23 (19)	10 (14)	0 (0)	30 (42)	7 (3)	2 (2)	29 (67)
Mercy Flight Inc.	Health/Mental	12 (11)	9 (8)	3 (3)	0 (0)	25 (27)	3 (4)	2 (3)	67 (75)
Mid-Erie Mental Health Services Inc.	Health/Mental	6 (7)	3 (4)	3 (3)	3 (5)	50 (25)	3 (3)	1 (2)	33 (67)
Native American Community Services of Erie and Niagara Counties Inc.	Human Service	8 (6)	3 (3)	5 (3)	1 (1)	63 (50)	3 (4)	2 (1)	67 (25)
Neighborhood Legal Services Inc.	Human Service	21 (15)	9 (5)	12 (10)	2 (3)	57 (67)	3 (3)	1 (2)	33 (67)
Northwest Community Mental Health Care Center	Health/Mental	9 (8)	5 (4)	4 (4)	2 (4)	44 (50)	5 (5)	3 (3)	60 (60)
Olmsted Center for the Visually Impaired (Elizabeth Pierce Olmsted MD Center)	Human Service	18 (18)	13 (12)	5 (6)	0 (0)	28 (33)	4 (5)	0 (1)	0 (20)
People Inc.	Human Service	12 (10)	8 (5)	4 (5)	3 (0)	33 (50)	4 (4)	3 (2)	75 (50)
Planned Parenthood of Buffalo and Erie County	Health/Mental	21 (19)	7 (5)	14 (14)	0 (6)	67 (73)	5 (4)	3 (2)	60 (50)
Presbyterian Homes of WNY Inc.	Human Service	20 (24)	14 (17)	6 (7)	0 (0)	30 (29)	4 (4)	1 (1)	25 (25)
Shea's Performing Arts Center (Shea's O'Connell Preservation Guild)	Cultural	22 (42)	16 (29)	6 (13)	0 (8)	27 (26)	5 (6)	2 (1)	40 (17)
Southeast Works	Human Service	14 (14)	6 (7)	8 (7)	1 (1)	57 (50)	4 (4)	2 (1)	50 (25)
Spectrum Human Services (Erie County Southeast Corp.)	Human Service	9 (8)	7 (4)	2 (4)	3 (2)	22 (50)	5 (4)	1 (3)	20 (75)
St. Augustine Center	Human Service	12 (8)	8 (5)	4 (3)	- (1)	33 (38)	0 (3)	0 (0)	- (0)
Studio Arena	Cultural	34 (37)	21(25)	13(12)	6 (2)	38 (32)	13 (9)	8 (3)	62 (33)
Suburban Adult Services Inc. (SASI)	Human Service	11 (11)	7 (7)	4 (4)	- (2)	36 (36)	4 (4)	1 (0)	25 (0)

NAME OF AGENCY	type	total board seats filled 2004 (2001)	male	female	vacant	% female	officers	Female officers	% female officers
Summit Educational Resources Inc.	Human Service	13 (14)	8 (8)	5 (6)	3 (0)	38 (43)	4 (4)	2 (2)	50 (50)
Supportive Services Corp.	Human Service	7 (7)	6 (7)	1 (0)	1 (2)	14 (0)	2 (3)	0 (0)	0 (0)
Transitional Services Inc.	Human Service	12 (12)	8 (7)	4 (5)	0 (0)	33 (42)	3 (3)	1 (2)	33 (67)
United Way of Buffalo & Erie County	Human Service	39 (44)	22 (26)	17 (18)	0 (0)	44 (39)	4 (6)	3 (3)	75 (50)
Upstate New York Transplant Services	Health/Mental	23 (27)	14 (15)	9 (12)	4 (0)	39 (44)	4 (4)	1 (1)	25 (25)
Variety Club of Buffalo	Human Service	21 (21)	12 (11)	9 (10)	0 (0)	43 (48)	6 (6)	3 (4)	50 (67)
WNY Independent Living Project Inc.	Human Service	18 (18)	9 (11)	9 (7)	4 (0)	50 (39)	4 (4)	1 (1)	25 (25)
WNY Public Broadcasting Association	Cultural	40 (35)	26 (22)	14 (13)	0 (0)	35 (37)	6 (10)	0 (2)	0 (20)
WNY Technology Development Center	Community/Bus	16 ((25)	13 (22)	3 (3)	- (0)	19 (12)	3 (5)	1 (0)	33 (0)
YMCA of Greater Buffalo	Human Service	41 (32)	27 (25)	14 (7)	3 (4)	34 (22)	4 (5)	1 (2)	25 (40)
YWCA of WNY	Human Service	16 (18)	- (0)	16 (18)	2 (0)	100 (100)	5 (5)	5 (5)	100 (100)
Zoological Society of Buffalo Inc.	Cultural	32 (30)	22 (20)	10 (10)	10 (6)	31 (33)	7 (5)	1 (1)	14 (20)
<b>TOTALS 2004</b>		<b>1,591</b>	<b>982</b>	<b>609</b>		<b>38.3%</b>	<b>382</b>	<b>147</b>	<b>38.5%</b>
<b>TOTALS 2001</b>		<b>1,662</b>	<b>1,031</b>	<b>631</b>		<b>38.0%</b>	<b>421</b>	<b>139</b>	<b>33.0</b>
<b>Total organizations/boards</b>	<b>81</b>								

## APPENDIX A

### DIRECTORY OF ORGANIZATIONS INCLUDED IN THE 2004 REPORT

AGENCY	ADDRESS	PHONE
A Taste of Buffalo Inc.	30 Westgate Dr., E. Aurora, NY 14052	652-0628
Advanced Training Center of Buffalo and Erie County	275 Oak St., Buffalo, NY 14203	856-6525
AIDS Community Services of WNY	206 S. Elmwood Ave., Buffalo, NY 14201	847-2441
Albright-Knox Art Gallery (Buffalo Fine Arts Academy)	1285 Elmwood Ave., Buffalo, NY 14222	882-8700
Alcohol & Drug Dependency Services Inc.	291 Elm St., Buffalo, NY 14203	854-2977
American Lung Association of WNY Inc.	210 John Glenn Dr., Amherst, NY 14228	691-5864
Aspire (formerly UCPA of WNY)	2356 N. Forest Road, Getzville, NY 14068	505-5512
Beechwood Continuing Care	2235 Millersport Highway, Getzville, NY 14068	504-1000
Belmont Shelter Corp.	195 Main Street, Buffalo, NY 14209	884-7791
Bethel Head Start Inc.	1490 Jefferson Ave., Buffalo, NY 14209	878-0220
Better Business Bureau	741 Delaware Ave., Buffalo 14209	881-5222
Bornhava	25 Chateau Terrace, Snyder, NY 14226	839-1655
Boys & Girls Clubs of Buffalo	282 Babcock St., Buffalo, NY 14210	825-1016
Boys & Girls Club of the Northtowns of WNY Inc.	54 Riverdale, Buffalo, NY 14207	693-2307
Boy Scouts of America – Greater Niagara Frontier Council	401 Maryvale Dr., Buffalo, NY 14225	891-4073
Buffalo & Erie County Historical Society	25 Nottingham Ct., Buffalo, NY 14216	873-9844
Buffalo & Erie County Workforce Development Consortium Inc.	726 Exchange St., Ste. 630, Buffalo, NY 14210	819-9845
Buffalo City Mission (City Mission Society)	100 E. Tupper St., Buffalo, NY 14203	854-8181
Buffalo Community Health Inc.	205 Park Club Lane, Buffalo, NY 14221	847-1433
Buffalo Economic Renaissance Corp.	920 City Hall, Buffalo, NY 14202	851-4182
Buffalo Federation of Neighborhood Centers	94 Lemon St., Buffalo, NY 14204	856-0363
Buffalo Hearing and Speech Center Inc.	50 E. North St., Buffalo, NY 14203	885-8318
Buffalo Inner-City Scholarship Opportunity Network Inc. (The Bison Scholarship Fund)	P.O. Box 1134, Buffalo, NY 14205	854-0869
Buffalo Museum of Science	1020 Humboldt Pkwy., Buffalo, NY 14211	896-5200
Buffalo Neighborhood Revitalization Corp.	920 City Hall, Buffalo, NY 14202	851-5312
Buffalo Niagara Convention Center	Convention Center Plaza, Buffalo, NY 14202	855-5555
Buffalo Niagara Convention & Visitors Bureau	617 Main St., Suite 400, Buffalo, NY 14203	852-0511
Buffalo Niagara Enterprise	665 Main Street, Suite 200, Buffalo, NY 14203	842-1357
Buffalo Niagara Partnership	665 Main Street, Buffalo, NY 14203	852-7100
Buffalo Olmsted Parks Conservancy Inc.	84 Parkside Ave., Buffalo, NY 14214	838-1249



<b>AGENCY</b>	<b>ADDRESS</b>	<b>PHONE</b>
Buffalo Philharmonic Orchestra (Buffalo Philharmonic Orchestra Society Inc.)	499 Franklin St., Buffalo, NY 14202	885-0331
Buffalo Prenatal Perinatal Network	625 Delaware Ave., Buffalo, NY 14202	884-6725
Buffalo Therapeutic Riding Center Inc.	950 Amherst St., Buffalo, NY 14216	877-9295
Buffalo Urban League	15 E. Genesee St., Buffalo, NY 14215	854-7625
Catholic Health System	515 Abbott Rd., Ste. 508, Buffalo, NY 14220	828-3766
Cazenovia Recovery Systems Inc.	206 S. Elmwood Ave., Ste. 301, Buffalo, NY 14201	852-4331
Center for Handicapped Children Inc. (CHC Learning Center)	80 Lawrence Bell Dr., Williamsville, NY 14221	204-0355
Center for Hospice and Palliative Care	225 Como Park Dr., Cheektowaga, NY 14227	686-1900
Central Radiopharmaceutical Services Inc.	3435 Main St., Buffalo, NY 14214	810-0688
Child & Adolescent Treatment Services	3350 Main St., Buffalo, NY 14214	835-7807
Child & Family Services of Erie County	330 Delaware Ave., Buffalo, NY 14202	842-2750
Child Care Coalition of the Niagara Frontier	2635 Delaware Ave., Buffalo, NY 14216	877-6666
Claddagh Commission Inc.	7200 Old Lakeshore Rd., Derby, NY 14047	947-5857
Community Action Organization of Erie County	70 Harvard Pl., Buffalo, NY 14209	881-5150
Community Services for the Developmentally Disabled	452 Delaware Ave., Buffalo, NY 14202	883-8888
Compass House	1451 Main St., Buffalo, NY 14209	886-1351
Coordinated Care Management Corp.	107 Delaware Ave., Ste. 1800, Buffalo, NY 14202	858-2341
Crisis Services	2969 Main St., Buffalo, NY 14214	834-3131
Eagles' Wings Ministries	P.O. Box 450, Clarence, NY 14031	759-1058
Episcopal Church Home & Affiliates Life Care Community Inc. (Canterbury Wood)	24 Rhode Island St., Buffalo, NY 14213	884-6500
Erie County Agricultural Society	5600 McKinley Pkwy., Hamburg, NY 14075	649-3900
Erie County Bar Association Aid to Indigent Prisoners	670 Statler Towers, Buffalo, NY 14202	856-8804
Erie County SPCA (SPCA Serving Erie County)	205 Ensminger Rd., Tonawanda, NY 14150	875-1361
Everywoman Opportunity Center Inc.	237 Main St., Ste. 330, Buffalo, NY 14203	847-1120
Food Bank of WNY Inc.	91 Holt St., Buffalo, NY 14206	852-1305
Gateway-Longview Inc.	6350 Main St., Williamsville, NY 14221	633-7266
Girl Scouts of Buffalo & Erie County Inc.	70 Jewett Pkwy., Buffalo, NY 14214	837-6400
Gloria J. Parks Community Center (University Heights Community Development Assoc.)	3242 Main St., Buffalo, NY 14216	832-1010
Goodwill Industries of WNY Inc.	1119 William St., Buffalo, NY 14206	854-3494
Grace Manor Health Care Facility Inc.	10 Symphony Circle, Buffalo, NY 14201	884-7223

**AGENCY**

Hauptman Woodward Medical Research Institute  
Hearing Evaluation Services of Buffalo  
Hemophilia Center of WNY Inc.  
Heritage Centers  
Hispanics United of Buffalo  
Holy Cross Head Start Inc.  
Holy Family Home  
Hopevale Inc.  
Horizon Health Services Inc.  
(Health Management Group)  
Jewish Community Center of Greater Buffalo  
Jewish Family Service of Buffalo & Erie County  
Joan A. Male Family Support Center (formerly Parents  
Anonymous of Buffalo & Erie County)  
Kaleida Health  
Lake Shore Behavioral Health Inc.  
League for the Handicapped  
(Pre-School Learning Center)  
Learning Disabilities Association of WNY  
Legal Aid Bureau of Buffalo Inc.  
Living Opportunities of DePaul  
Lord of Life Adult and Child Services Inc.  
Meals on Wheels of Buffalo and Erie County  
Mercy Flight Inc.  
Mid-Erie Mental Health Services Inc.  
Native American Community Services  
of Erie & Niagara Counties Inc.  
Neighborhood Legal Services Inc.  
Niagara Lutheran Health System  
Northwest Buffalo Community  
Health Care Center  
Northwest Community Mental Health Care Center  
Olmsted Center for the Visually Impaired  
(Elizabeth Pierce Olmsted MD Center  
for the Visually Impaired)  
People Inc.

**ADDRESS**

73 High St., Buffalo, NY 14203  
4949 Harlem Rd., Ste. 301 Amherst, NY 14226  
462 Grider St., Buffalo, NY 14215  
101 Oak St., Buffalo, NY 14203  
254 Virginia St., Buffalo, NY 14201  
150 Maryland St., Buffalo, NY 14201  
P.O. Box 275, Williamsville, NY 14221  
3780 Howard Rd., Hamburg, NY 14075  
3020 Bailey Ave., 2<sup>nd</sup> Flr., Buffalo, NY 14215  
  
2640 N. Forest Rd., Getzville, NY 14068  
70 Barker St., Buffalo, NY 14209  
60 Dingens St., Buffalo, NY 14206  
  
100 High St., Buffalo, NY 14203  
254 Franklin St., Buffalo, NY 14202  
393 North St., Springville, NY 14141  
  
2555 Elmwood Ave., Kenmore, NY 14217  
237 Main St., Ste. 1602, Buffalo, NY 14203  
2240 Old Union Rd., Cheektowaga, NY 14227  
1025 Borden Road, Depew, NY 14043  
100 James E. Casey Dr., Buffalo, NY 14206  
3580 Lakeshore Road, Buffalo, NY 14219  
1526 Walden Ave., Ste. 400, Cheektowaga, NY 14225  
1005 Grant St., Buffalo, NY 14207  
  
295 Main St., Rm. 495, Buffalo, NY 14203  
64 Hager St., Buffalo, NY 14208  
155 Lawn Ave., Buffalo, NY 14207  
  
P.O. Box 657, Buffalo, NY 14213  
1170 Main St., Buffalo, NY 14209  
  
1219 N. Forest Rd., Williamsville, NY 14221

**PHONE**

856-9600  
833-4488  
896-2470  
856-4201  
856-7110  
852-8373  
634-5368  
648-1964  
831-1800  
  
688-4033  
883-1914  
892-2172  
  
859-2155  
842-0440  
592-0331  
  
874-7200  
853-9555  
608-1000  
668-8000  
822-2002  
823-3852  
895-6700  
874-4460  
  
847-0650  
886-4377  
875-2904  
  
882-2127  
882-1025  
  
634-8132

<b>AGENCY</b>	<b>ADDRESS</b>	<b>PHONE</b>
Phoenix Frontier	100 Leroy Avenue, Buffalo, NY 14214	833-3231
Planned Parenthood of Buffalo & Erie County	2697 Main St., Buffalo, NY 14214	831-2200
Presbyterian Homes of WNY Inc.	4455 Transit Road, Ste. 2A, Buffalo, NY 14221	631-0120
Restoration Society Inc.	175 Potomac Ave., Buffalo, NY 14213	886-3246
Shea's-O'Connell Preservation Guild (Shea's Performing Arts Center)	646 Main St., Buffalo, NY 14202	847-1410
Spectrum Human Services (Erie County Southeast Corp.)	227 Thorn Ave., Orchard Park, NY 14127	662-2040
Southeast Works	181 Lincoln St., Depew, NY 14043	683-7100
St. Augustine Center	1437 Main St., Buffalo, NY 14209	897-4110
Studio Arena	710 Main St., Buffalo, NY 14202	856-8025
Suburban Adult Services Inc. (SASI)	960 W. Maple Ct., Elma, NY 14059	496-5551
Summit Educational Resources Inc.	300 Fries Rd., Tonawanda, NY 14150	837-2441
Supportive Services Corp.	245 Elmwood Ave., Buffalo, NY 14222	881-6350
TLC Health Network	845 Routes 5 & 20, Irving, NY 14081	532-8900
Transitional Services Inc.	389 Elmwood Ave., Buffalo, NY 14222	874-8182
United Way of Buffalo & Erie County	742 Delaware Ave., Buffalo, NY 14209	887-2626
Upstate New York Transplant Services	165 Genesee St., Buffalo, NY 14203	853-6667
Variety Club of Buffalo	195 Delaware Ave., Buffalo, NY 14202	854-7577
WNY Independent Living Project Inc.	3108 Main St., Buffalo, NY 14214	836-0822
WNY Public Broadcasting Association	P.O. Box 1263 Buffalo, NY 14240	845-7000
WNY Technology Development Center Inc.	726 Exchange St., Ste. 620, Buffalo, NY 14210	636-3626
WNY United Against Drug and Alcohol Abuse Inc.	1067 Harlem Rd., Cheektowaga, NY 14227	821-7722
WNY Veteran's Housing Coalition Inc.	25 West Utica St., Buffalo, NY 14209	882-5935
YMCA of Greater Buffalo	280 Cayuga Road, Buffalo, NY 14225	565-6000
YWCA of WNY	190 Franklin St., Buffalo, NY 14202	852-6120
Zoological Society of Buffalo Inc.	300 Parkside Ave., Buffalo, NY 14214	837-3900

**APPENDIX B**  
**Erie County Commission on the Status of Women**  
**Survey of Not-for-profit Boards 2004**

1. Name of Board \_\_\_\_\_
2. Number of members \_\_\_\_\_  
Number of a) Males \_\_\_\_\_ b) Females \_\_\_\_\_ c) Vacancies \_\_\_\_\_
3. Number of officers \_\_\_\_\_ Number of female officers \_\_\_\_\_
4. Has the board experienced difficulty finding women to serve? \_\_\_\_\_  
If so, please explain: \_\_\_\_\_  
\_\_\_\_\_
5. Do volunteer board members receive a fee or honorarium? \_\_\_\_\_  
Reimbursement for expenses? \_\_\_\_\_
6. **SELECTION FACTORS:**  
Do you select board members based on professional expertise?  
If so, please explain: \_\_\_\_\_  
Is prior participation with organization considered? \_\_\_\_\_  
Is a financial contribution expected? \_\_\_\_\_
7. What is the annual budget?  
\_\_\_\_\_ \$ 1 million to \$1.5 million \_\_\_\_\_ \$1.5 million to \$2 million  
\_\_\_\_\_ \$ 2 million to \$5 million \_\_\_\_\_ \$5 million to \$10 million  
\_\_\_\_\_ \$10 million or greater
8. The organization serves: \_\_\_\_\_ only Erie County  
\_\_\_\_\_ some of Erie County \_\_\_\_\_ Erie County and beyond
9. How are board members recommended and appointed?  
\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

Name of person filling out survey \_\_\_\_\_  
Title \_\_\_\_\_ Phone No. \_\_\_\_\_  
Organization \_\_\_\_\_  
Address \_\_\_\_\_ ZIP \_\_\_\_\_  
Website \_\_\_\_\_ e-mail address \_\_\_\_\_

- Please include mission statement and annual report (if published)
- Use the back of the form for further explanation
- **Please return by Monday, January 26, 2004** in the return address envelope to:  
Erie County Commission on the Status of Women, 95 Franklin Street, Room 1655, Buffalo,  
NY 14202, or FAX to: 858-8464. For more information, call Clotilde Dedecker, Executive  
Director, 858-8307.

## APPENDIX C

### **The TALENT BANK**

Of the Erie County Commission on the Status of Women

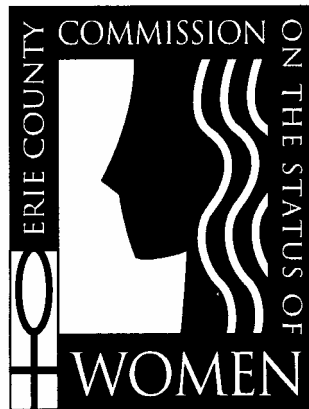
An online database of women interested in serving on  
public, not-for-profit and for-profit boards

*One Woman Can Make a Difference*

**REGISTER NOW**

[www.erie.gov/csw](http://www.erie.gov/csw)

*and click on*  
**TALENT BANK**



**One Woman Can Make a Difference...**

for more information  
contact:

The Erie County Commission  
on the Status of Women

**716-858-8307**

*Personal information is confidential.*